



MESSAGE FROM THE PRESIDENT

Hello HPAE 5131 members. I know many of you have questions that can easily be answered by knowing where the proper resources are located. There are very valuable web pages that our members can utilize to find lots of great information. First, our official Facebook page is "HPAE Local 5131." This page is run by your officers. When you post a question or concern on this Facebook page, the officers are alerted and will answer you in a timely manner. On the official local FB page you can also find the list of local Reps and a link to our web page, HPAE.org. Your officers are working on making it a priority to keep this FB page up to date with the latest information for you. On HPAE.org you can find our local by searching for 5131 in the search box. You can browse our local's website to find such things like the names of your local officers and union reps with their contact information, membership application, staffing grids, the contract, PTO accrual scale, our pay scale and much more.

Do not hesitate to reach out to me or any union officer for issues such as staffing concerns, contract and general questions. We are here to help. Just be kind and try to keep in mind the person you are reaching out to may not work the same shift as you. A text at 130 in the morning is not a great time to reach me, and likewise a text at 130 in the afternoon would not be the best time to contact our officers that work the night shift. If you are unsure of what shift the person you wish to contact works, or it is an off time and you want to make us aware of an issue in real time, feel free to write an email. We will respond to that type of communication as well.

I often hear from members questions like: What does the union do for me? Did you know that we are all the union? The union isn't just five officers and a list of reps from a few areas in our huge hospital system. The union is a collective of every single member. In order for the union to function effectively, member involvement is key. There are many ways to get involved. Not that long ago I started out as a union rep. I found it to be a great place to learn about the union and its importance to nurses. Now that I am President, my goal is to work on member engagement. We need more involvement from every area in our hospital. I want to give every unit and floor the platform to voice their concerns. If you want to see some changes, be a part of the solution. Let's work together to make improvements. Come out to meetings, volunteer as a Rep or Street Team member and help us make HPAE 5131 one loud unified unstoppable voice. Together we can accomplish great things!

Caroline Sands

Caroline Sands
HPAE 5131 President

MESSAGE FROM THE VICE PRESIDENT

Hello everyone! I know social media is a major part in how most people communicate these days, especially since the pandemic and social distancing campaigns. I wanted to review Inspira's social media policy with you, to try to help protect you from any accidental breaches of this policy and avoid discipline and/or termination as a result. This policy can be found in full in the policies titled "Social Media (PR) *IHN*". This policy lists guidelines for employees' personal use of all social media sites, including Facebook, Instagram, Twitter, YouTube, TikTok, and even private (direct) messaging on all platforms. Yikes! Obviously HIPAA policy applies to any post (and do not make posts about our patients even if there is no identifying information), but there are more guidelines to be aware of. Probably the most important statement in the whole policy is this: "You are personally responsible for all your posts and online activities that can be traced in any way to Inspira." If you ever take any photos or video on Inspira property, make sure they do not contain any protected health information, including patients in the distance, overheard voices, computer screens in the background, charts, etc. Even on platforms where pictures disappear after a certain amount of time and are no longer viewable, the content remains on their servers and could be resurfaced at any time. Be very careful what you post, even personal opinions, if Inspira is identified as your employer on your social media account, and write in first person (ex. "In my opinion...") so it is clear you are stating your opinion and not that of Inspira. Be very careful of content when posting pictures wearing the Inspira logo, like on a shirt, hat, lanyard, etc., and do not post photos or video showing your employee badge. It is also discouraged to be "friends" with your manager/supervisor on social media, except on professional networking sites such as LinkedIn. In general, do not vent about work on social media, and if you're about to post something and you get a feeling maybe you shouldn't, it's probably best to stick with that feeling and skip that post. Employees have been disciplined and terminated for breaking this policy in the past, and we do not want it to happen to you!

Karen Johnson

Karen Johnson RNC-OB
Vice President HPAE Local 5131



A Newsletter for the
members of HPAE Local 5131

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Address Service Requested

 facebook.com/hpaeaf
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Message from HPAE Grievance

Hello Team,

This is Kelly Fordyce RN, your union grievance chair here with a little message for you. During normal times, I would have the opportunity to meet everyone at either the General Membership Meetings, or more importantly during GEO for new hires. Since our lives have been turned into virtual EVERYTHING I have not had the opportunity to get to personally meet the new hired staff and go over some important information. I have been trying to reach out to all new staff, but this is challenging because they don't know who I am and probably think I'm a creeper. I have been texting the new hires, and providing links, but many have not responded. It is super important that they all go on line and fill out the application for HPAE. So if any of you could "peer check" the new staff on getting signed up. No dues will be deducted until after their 100 days, however if they aren't signed up they can be terminated by the employer. No one wants to get that letter. So please just ask around to make sure they are all signed up. The way to find this application is super easy. Just go to your browser and type in HPAE 5131, or www.HPAE.org/local5131 You will find the Welcome page with everything you need. If you scroll down and find "In This Local" under Will be a list of information. The second listing is Membership Application. Click on it and fill it out. No employee number is required. We do ask you put your personal email address down as we do not communicate union business through Employee email. You can also find a copy of your contract. BUT DON' BE FOOLED!!!!!! You do have the ability to print it out, but it is about 100 pages!!! Don't get caught in that printer trap. I have small hand sized contracts I will gladly get to you, I just need to know where you work. So please reach out to me on my cell number 856-381-1423, please send a text with your name and unit and I will get it to you!!! Also on this page is a list of all the officers and any information you need. Do not hesitate To reach out for any information or questions you have. But Please send a TEXT with your information. Thank you and welcome aboard!!

Fighting the big fight

Kelly Fordyce

Kelly Fordyce RN
HPAE Grievance Chair

5131 Street Team

Are you outgoing, outspoken or great on social media?

Do you like to chat or text with coworkers?

Interested in planning meetings or events?

Want to make our work life better for everyone?

If you said yes to any of these questions then we want you!

We are recruiting for our very first Street Team. The teams primary responsibility will be member mobilization.

This unique opportunity will enable you to be involved with the union in an easy way. It will give you an understanding of how our union works while you help to improve and grow communication amongst our members.

Contact any officer for more information or to sign up. We look forward to hearing from you!



Since the fall 2020, healthcare workers have been reporting to HPAE concerns over highly suspicious ill-fitting, misshapen, sometimes torn and, often, odd-smelling "3M" masks they are being given by their employers while providing care for patients during a pandemic outbreak. Workers have reported that it is difficult to get proper seal with these masks to ensure they are fully protected. It turns out, the nation is inundated with fake respirator masks. HPAE has published a guide on how to tell whether the masks you've been provided is potentially counterfeit, <http://bit.ly/ExposedFaceMasks>