



The Voice of Healthcare Professionals

WITH JNESO OUR MEMBERS ARE NEVER ALONE

Serving on the Front Lines during the COVID Crisis

The world has dramatically changed since our last newsletter in February, when we were planning for our 2020 Convention in April, only to postpone Convention in late March to reschedule Convention for April 2021 (more on Convention 2021 on page x). The COVID-19 global pandemic has ripped through all facets of life, especially for those of us working in healthcare.

First, on behalf of the entire JNESO organization, I want to offer my sincere and heartfelt condolences to the families of our members we lost and who gave the ultimate sacrifice while serving on the frontlines caring for others. And to our members who contracted COVID-19, many whom have now recovered and returned to work, we salute and thank you as you continue to serve selflessly during this challenging time.

Healthcare workers faced unprecedented challenges caring for patients during this pandemic: supply shortages, shifting protocols, and uncertainty about their own health status in the absence of readily available tests for COVID-19. Many of your concerns centered on the significant risks you faced due to insufficient supplies of PPE, inadequate training on how to use it properly, and constant protocol changes along the way. As the Centers for Disease Control (CDC) revised its interim infection prevention and control recommendations for COVID-19 in light of increased demand for PPE and supply-chain disruptions, many facilities relaxed their protocols which put our members at risk.

Management has an obligation to provide a safe work environment. However, in most places this wasn't the case. Therefore, some of our members supplied their own masks, gowns and makeshift protective equipment in an effort to protect themselves and

their patients. In some cases, members were disciplined for not adhering to management's policies regarding PPE, and a few were terminated for refusing put their own health at risk regarding insufficient PPE.

At the very beginning of this pandemic, we raised the issue of full appropriate PPE, staffing and training.

JNESO HAS TAKEN A HARD STANCE EXHAUSTING ALL LEGAL REMEDIES TO ADDRESS INJUSTICES AGAINST OUR MEMBERS DURING THIS PUBLIC HEALTH CRISIS!

Our nurses and techs also made incredible personal sacrifices while fighting the COVID-19. Many left their families for extended periods of time and found alternative living arrangements for fear of bringing the virus home to their families. And the emotional toll cannot be measured. Our members served with such compassion, providing support to not only their patients, but to their families when loved ones could not be by their sides.

We have seen firsthand how this pandemic ravaged our healthcare system. We know the complex interdependencies that exist between our healthcare system and Federal, State and Local governments. Politics aside, we can do better and we must do better. For our patients, for ourselves and for each other. JNESO is working hard to make sure we do!

In closing, we have experienced one of the greatest public health crisis of our lifetimes. Let's pray we can withstand a second wave and use the lessons learned to keep us safe in the future.

Blessings!

**By Elfrieda Johnson
President,
JNESO Board of Directors**



MAKE MENTAL HEALTH A PRIORITY FOR HEALTH CARE WORKERS



By Doug Placa
JNESO's Executive Director

The general public may be able to see the light at the end of the COVID-19 tunnel as more businesses open and life kick-starts around the State, but the future is a bit murkier for frontline health care workers.

For nurses and other health care workers, the stress, anxiety, frustration and fears of the pandemic are ongoing and something needs to be done to protect their mental health and well-being. Health care workers are already experiencing high rates of burnout and depression, and some have been so negatively impacted they have chosen to leave the profession.

The Guardian article, "What coronavirus is doing to stressed US health workers - and why it will be felt for years," quoted PTSD researcher professor Meredith Mealer from the University of Colorado as stating: "I would anticipate we start to see nurses and physicians who have PTSD as a result of this up closer to 40-50%."

With declining hospitalizations and deaths being reported, it is easy to think that stress levels will subside. However, that is not the reality for many health care professionals struggling to cope with the overriding uncertainty and fear on a daily basis.

The N.J. Assembly Health Committee recently heard testimony on this issue. JNESO explained how more than 200 of our members have contracted COVID-19 and that sadly five of our members have died. Daily, we receive texts and calls describing the frustrations, fears and incredible stress and responsibility our nurses endure caring for their patients, themselves and their families.

The issue of mental health has in and of itself has become collateral damage in this crisis, and JNESO gave the following recommendations to the committee to help our health care heroes get the help they need:

1. Provide free mental health services that are available and discreet for each staff member. Those who seek help should not have it used against them regarding their employment.
2. Clearly communicate emergency plans—such as pandemic or natural disaster crises, with clearly laid out expectations and directions for staff. The plan should address staffing expertise in clinical areas. In the case of an infectious disease emergency, be sure there is ENOUGH protective equipment for ALL staff.
3. Allow staff to take time away from the job to destress without fear of retaliation from employer. This would be in addition to the provisions provided under FMLA, or contractual leaves of absence.

We need guidance from the States. We need attention focused on smart funding and initiatives to improve mental health and well-being. We need employers to step up to the plate to recognize their role in reducing stress and anxiety on the job and proactively support opportunities for health care professionals to seek the mental health services they desperately need to heal.

Now it is time to shine a light on the importance of the mental health and well-being of all health care professionals. Without these heroes, we have no hope for surviving another crisis.

MEMBER SPOTLIGHT: PAM TAVARONE, ST. MARY'S RNS



Pam Tavarone, RN, is a veteran ICU nurse at St. Mary's Hospital in Passaic and serves as the JNESO Local President for the SMH RNS. Pam's story was first documented in early April when NJ Spotlight ran a story with the headline: "How the Inadequate Supply of Protective Equipment Takes a Toll on Nurses" and again, just a few weeks ago, in NorthJersey.com's piece entitled: "Traumatized by the Amount of Death, Some NJ Nurses Unsure They Can Face Another COVID-19 Wave."

As stated in the NJ Spotlight piece, Pam suited up for work one Friday in April in the makeshift safety uniform she had been wearing for the past week and a half — a white Tyvek painter's suit, goggles and an industrial-grade respirator mask — all of which she had acquired herself. Supplies of personal protection equipment (PPE) at the hospital were in short supply. The heavy-duty mask had left bruises on each side of her nose from her 12-hour shifts. Despite her efforts to protect herself, Pam unfortunately contracted COVID-19 while caring for patients in the ICU.

At first, her symptoms included chest pain and gastrointestinal issues, followed weeks later by severe muscle and joint pain. She was unsure whether her persistent headache was another symptom of the virus or a sign of anxiety. Now recovered and back on the frontlines caring for patients, Pam shared her insights about her experience. "People who think this is ridiculous, that mask-wearing is unnecessary should see what I have seen." She also stated that, "Nurses need to be protected first; without us, you have nothing." She, like the other nurses, wants her hospital to be prepared, and to have plans in place for additional staff when needed. Above all, she never wants to run short of PPE and feel exposed to a lethal virus again.

Each of our members have their own story of how COVID-19 has impacted their life – both professionally and personally. As your Union, we applaud your heroic efforts and continue to fight for your safety and that of the patients you so compassionately care for each and every day. Thank you, Pam, for sharing your story and we wish you continued good health.



In April, Passaic's Police and Fire Departments saluted our Nurses and Techs at St. Mary's Hospital during the height of the COVID crisis

COVID-19: ABANDONMENT & IMMUNITY



By Karen May,
JNESO's Practice Director

JNESO hosted a town hall meeting on May 28 regarding nursing practice and liability during Covid-19, with emphasis on abandonment and immunity issues. A YouTube recording of this presentation is available on the JNESO website. Our presenters were Edie Brous, Esq. and Joann Pietro, Esq. During this COVID pandemic JNESO has received numerous calls asking two major questions:

1. What is abandonment? Can I refuse a patient assignment if I'm pulled to an unfamiliar unit?
2. Will I be liable if I make a practice error caring for COVID or non-COVID patients?

LET'S LOOK AT ABANDONMENT:

There are two general types, Employer/Job Abandonment, which may result in discipline or job loss, but won't impact your Nursing License, and Patient Abandonment, that is classified under the Board of Nursing as Professional Misconduct.

To be accused of Patient Abandonment you must have:

1. Established a Nurse/Tech Patient Relationship. It is only abandonment if you have accepted the report on the patient and the patient was endorsed to your care.
2. Knowingly left the patient while the patient still needed care without securing a replacement to provide the requisite care. Walking off the job may be considered a Voluntary Termination [resignation] and misconduct, which will also present a problem if you try to collect Unemployment.

SUMMARY: It is not abandonment if you have

not accepted the patient assignment [i.e. the patient has not been endorsed into your care], and you did not knowingly leave a patient who was endorsed to your care, who was in need of care, before securing coverage.

IMMUNITY FROM CARE:

NJ: Under N.J. Executive Order 112, Governor Murphy ordered Health Care Workers acting in or out of their scope, immune from civil liability when caring for a COVID patient. This immunity only covers lawsuits, NOT Board of Nursing violations, which have no time limit.

PA: Governor Wolf signed an Executive Order stating unless a Health Care Worker was engaged in willful misconduct, those engaged in emergency services who were complying with, or attempting to comply with COVID patient care would not be held liable for death or injury.

SUMMARY: As long as you act within your scope of practice, and within your Job Description, your employer is responsible for patient outcomes, but if you practice outside your scope of practice, and Job Descriptions, you are held liable. [Example: If an OB RN is pulled to ICU, and you are doing your best, even though you may feel the assignment is outside your scope, you would be immune from caring for COVID patients].

These are not easy times for any Health Care Worker, and there may be difficult decisions you need to make, between trying to help by providing care you weren't trained to deliver. Please always remember to check the State and Federal laws that may protect you, and your Board of Nursing regulations.

There are consequences to all your actions, but most important is protecting your license!

UNIONS AND LABOR: IN THE MIDST OF COVID-19



By Yolanda Brewer
JNESO's Director of Labor Services

COVID-19 hit and by all indications increased the amount of union-related activity in American workplaces and that activity may well further increase as the restrictions on the economy are lifted. As the world shut-down then gradually began to re-open during the first half of 2020, the challenges to healthcare workers on the frontlines needed immediate protection to ensure their health and safety. JNESO like many other UNIONS quickly got to work reinforcing with employers our members' rights under health and safety provisions within our contracts. We also held them accountable for any provisions/requirements under any state regulatory organizations such as OSHA, CDC and Dept. of Health.

During this public health crisis, workers were asked to perform their jobs with little to no protective equipment and in other cases with inappropriate PPE. As a result, Unions pushed back through the filing of grievances, Unfair Labor Practice (ULP) charges and other legal actions to ensure workers are not compelled to choose between their health and their livelihood. Unions help workers provide essential services without risking their own health and safety. Despite long hours and the danger of contracting the virus, members can count on unions to negotiate for protective equipment and safety protocols to keep them safe at work. Every struggle for better working conditions, protections, negotiated or statutory wage commitments that come with a job offer, unions continue to preserve those rights for its members under collective bargaining agreements.

As we continue to fight for protections and rights covered within our Collective Bargaining Agreements, sick leave provisions and healthcare coverage/reform is shaping labor relations in healthcare. Items such as pandemic pay, hazard pay and quarantine pay covered within our contracts were activated at some of our facilities. The idea of "team/group patient care models that merged RNs and Techs with various backgrounds in healthcare under one unit are taking on new meanings in the wake of COVID-19. Negotiating with employers for higher rates, changes in working conditions and other compensation proves necessary as employers have extended working hours and adjusted assignments during this pandemic. We strive to demonstrate to employers through our actions the value of UNION members, their dedication, commitment and contributions in the workplace.

In light of all that's happened over the past several months, new and improved areas to discuss in bargaining have emerged. Reviewing, re-evaluating and revising existing CBA language to make sure it reflects new circumstances that impact members' compensation, benefits, health and safety will be a focal point for Unions in the upcoming months as several of our Locals head into contract negotiations. Now more than ever, we must stand united as we look to improve the terms and conditions of our contracts to secure the benefits we have fought hard for and ensure a safe workplace environment for all our members!

WELCOME NEW LABOR REPRESENTATIVE: VICTORIA PACHECO!



JNESO would like to welcome Victoria Pacheco, who joined us in May. Victoria most recently worked as a staff associate at Rutgers AAUP-AFT, the University's faculty union. She has extensive labor experience, working many years at the Directors Guild of America and with SAG-AFTRA, the Union representing over 160,000 media and entertainment professionals. Victoria was also a part-owner and managing editor of JCDowntown Magazine. Early on in her career, Victoria also interned for Congressman Frank Pallone. She graduated with a Bachelor's Degree in Political Science and a Master's Degree in Labor and Employment Relations from Rutgers, The State University of New Jersey. Victoria is looking forward to applying her labor

knowledge, experience, and diverse skills to advocate for our members and protect their Collective Bargaining Rights. Please help us welcome Victoria to the JNESO team; she can be reached at vpacheco@jneso.org.

2020 NURSES WEEK CAMPAIGN: “NOT ALL HEROES WEAR CAPES”

This year's campaign highlighted the critical role of our members during the COVID-19 pandemic, the extreme challenges they faced, and encouraged the public to “Thank” a nurse on Facebook during Nurses Week for all they do to keep their patients healthy and safe.

Print, digital and social media ads and a feature article about the strength and commitment of JNESO and our members appeared in the Newark Star-Ledger, NJ.Com and the Pocono Record. A 10-second video ad also aired to some 2 million households on News 12 New Jersey just prior to the Governor's daily press conferences for two weeks.

The campaign directed people to ThankYourNurse.org to read the personal stories and perspectives of five JNESO nurse “heroes” working in different areas of care from hospital ICU's to home care. These stories were also featured in print, digital and social media ads as well as a 10-second video ad that aired in 2 million households on News 12 New Jersey just prior to the Governor's daily press conferences for two weeks.

Thank you to all the JNESO members who participated and helped to make this one of our most successful Nurses Week campaigns yet!



IUOE DONATES OVER 12,000 MASKS FOR JNESO MEMBERS



Pat Peterson (right) from the IUOE Training Facility in Queens, NY and Doug Placa, JNESO's Executive Director (left) load donated masks.

POLITICAL & LEGISLATIVE UPDATE

Like the rest of the country, legislative and political activity in New Jersey and Pennsylvania have focused almost exclusively on the response to the ongoing public health crisis. Early on, government and hospital systems focused on expanding hospital capacity and securing enough personal protective equipment (PPE) and medical equipment to care for the growing number of COVID-19 patients. As the surge passed and the rate of positivity and hospitalizations decreased, the focus shifted to the strategic re-opening of sectors of the economy while implementing testing and contact tracing programs.

Throughout the crisis, JNESO has aggressively demanded that members receive the appropriate PPE to both care for your patients and to protect your own health. As New Jersey and Pennsylvania take a bit of a breath over the summer months, JNESO is continuing to advocate for the following:

- A stockpile of PPE to ensure that should our states continue to see spikes in cases or a second wave, JNESO members have the protection they need;
- Free mental health services for that are available and discreet for healthcare workers;
- Clearly developed, communicated, and executed emergency plans so that healthcare facilities are better prepared to manage future outbreaks;

Both states have begun to address these issues via task forces, legislation, and executive action. JNESO will continue to advocate for the tools you need to protect yourself, to care for your patients, and to support your mental and emotional well-being following an unprecedented public health emergency.

LOCAL UPDATES

Please update your Labor Rep. with your e-mail address so we can get valuable information to you

ARBOR GLEN CARE:

COVID-19 TESTING: Employers are required to do COVID testing at Long Term Care (LTC) facilities as per state regulations to ensure the health and safety of patients, residents and staff. You may be asked to provide your health insurance card for testing, however you should not be charged for the test. PLEASE REQUEST A COPY OF YOUR TEST RESULTS IN WRITING! For questions or concerns, please contact a Local Officer or the JNESO Office at (800) 292- 0542.

ATLANTIC COUNTY PUBLIC HEALTH:

Your next Membership Meeting will be held in August, additional details to follow. **EYE-ON-YOUR CONTRACT: 2.02 LONGEVITY** (page 11 of your contract) Longevity. Employees attaining the required years of service will receive a longevity payment. Effective January 1, 2008, the longevity schedule will be as follows: Start of the 6th year of service through 10 years: \$550. Start of the 11th year through 15 years: \$800. Start of the 16th year through 20 years: \$1,000. After the employee's actual anniversary date in the 21st year and beyond: \$1,300. Longevity will be paid each year in a lump sum check to be issued the pay period following the actual anniversary date. For questions or concerns please contact your Labor Rep. Aisha Harrison at (800) 292-0542 x127 or aharrison@jneso.org.

BACHARACH INSTITUTE FOR REHABILITATION:

EYE-ON-YOUR-CONTRACT: ARTICLE 15- HOLIDAYS: Section 2 (page 29 of your contract) An employee who is not scheduled to work on a holiday will be paid for such holiday at their regular compensation rate. An employee who is scheduled to work on a paid holiday will be paid time and one-half (1½) the regular compensation rate. In addition, an employee who works on any of the paid holidays shall receive one (1) day off at the regular compensation rate within a month of the holiday or in lieu thereof shall be paid for one (1) day at the regular compensation rate as mutually agreed upon subject to the Employer's scheduling needs. For questions or concerns please contact your Labor Rep. Aisha Harrison at (800) 292-0542 x127 or aharrison@jneso.org..

BISHOP MCCARTHY RESIDENCE:

Negotiations will begin in November/December. Contract Negotiations is an opportunity to improve the terms and conditions of your contract. Please consider volunteering to be a part of negotiations -the Bargaining Team. We will meet in August and September to review the contract and formulate our proposals. ARTICLE 5 – Union Visitation, Union Activity, Shop Stewards, and Bulletin Boards: H: The bargaining team members shall be paid for each day at their Regular rate of pay. For questions or concerns please contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

CEDAR GROVE NURSING:

We await transition of ownership confirmation from Cedar Grove to get back to the negotiating table to get a fair contract for our members. We are in the process of re-evaluating the initial terms and conditions of employment and preparing proposals to present to Cedar Grove ownership. The Health & Safety of all our members is a primary issue of concern in contract negotiations. Now more than ever, we look at strengthen and revise contract language in the midst of this pandemic. JNESO and your Local Officers continue to ensure management follows the public safety guidelines and protections as per the CDC, OSHA and the Dept. of Health. Please Be Proactive! Protect yourself and your license by getting Malpractice Insurance! For additional questions or concerns, contact your Labor Rep. Yolanda Brewer at (800) 292-0542 x 124 or ybrewer@jneso.org.

BE SURE TO FILL-OUT A SHORT STAFFING FORM IF YOU FEEL YOUR ASSIGNMENT IS UNSAFE OR PATIENT SAFETY IS AT RISK FOR ANY REASON!

Give a copy to the manager/supervisor you notified. Keep a copy for yourself. Give a copy to JNESO.

LOCAL UPDATES

Please update your Labor Rep. with your e-mail address so we can get valuable information to you

ESSEX COUNTY HOSPITAL:

Management responses to questions raised at our June 10th Membership Meeting: **SICK NOTES:** ECHC notified RNs on 04/24/2020 that all Sick Call-outs would require a MD Note. Due to a Federal, State, and County Health Emergency Declaration, sick notes were, and continue to be required for all sick calls. **COVID+ STAFF:** Staff who tested positive have returned to work after the required quarantine period. **3 SOUTH:** The 3 South Cohort + Unit is not closed, it is just unoccupied at the current time. It is set aside in the event of a positive patient test result. **PATIENT TESTING PROTOCOL:** Concerns were raised regarding patients not being tested for 28 days while mingling in the general population. Patients are stepped down after 14 days, without symptoms for three days, and not receiving medication to reduce symptoms. Patients may mingle with other patients that have tested positive. After the second cycle of step down is completed [28 days], patient is tested to determine if they could be discharged or transferred. ECHC claims to have followed the recommendation of the local health department for all patients that have tested positive. For questions or concerns, please contact a Local Officer or your Labor Rep. Karen May at (800) 292-0543 x112 or kmay@jneso.org

HOBOKEN UNIVERSITY MEDICAL CENTER:

A Zoom Membership Meeting was held June 16th, the following items were discussed: **SALE UPDATE:** Hudson Regional has entered a bid for the property of HUMC & Bayonne. The state will be reviewing the transaction. **SALE UPDATE:** Hudson Regional has entered a bid for the property of HUMC & Bayonne. The state will be reviewing the transaction. **UNIVERSAL MASKING POLICY & WAIVER:** JNESO does not agree with HUMC's view of the OSHA regulations; management should be responsible for providing masks. JNESO advises members for their own health and safety, NOT TO SIGN THE WAIVER UNTIL BOTH PARTIES ARE IN AGREEMENT - and to request an N95 mask from management. **AGENCY:** no staff nurse should be pulled to accommodate an agency nurse. When floating, it should be in accordance to Article 51 of your contract. **CANCELLATION:** is only applicable if given a three (3) hour notice if you're on extra time or overtime. **OPEN LOCAL OFFICER POSITIONS:** for Vice President, Secretary & Chief Steward. Call for nominations will be sent out soon, please consider becoming a leader. We plan to host additional Zoom Video Conference Calls. For maximum participation, the call may be held at 9:00 AM and 8:30 PM, for questions or concerns please contact a Local Officer or your Labor Rep. Aisha Harrison at aharrison@jneso.org or (800) 292-0542 x127.

LEHIGH VALLEY HOSPITAL -POCONO

Your next Zoom Membership Meeting will be in September, additional details to follow. **NEGOTIATIONS:** Your negotiations team is preparing final contract proposals with input from your surveys. We will keep members informed as negotiations are underway and next steps –STAY TUNED! **NARRATIVE INITIATIVE:** According to LVH-P, this was initiated to “improve the patient experience” on some units, & RN's are NOT MANDATED to share personal stories, only reflect & write info! Nurses attend during times of low census. In the marketing information, the goal of this initiative is to train you on How to Be Kind. Participation should be voluntary and on non-working hours. **COVID LEAVE:** Many RNs have been exposed to COVID and were told to utilize PTO for time out. If you believe your exposure may be work related, call a Worker Comp attorney and OSHA for guidance. **CROSS TRAINING:** ED nurses are being offered a consolidated “training” course to work in Critical Care on a voluntary basis. JNESO has filed a ULP against LVH-P for this unilateral action that impacts numerous CBA Articles [seniority; pulling; Float Pool etc.]. OB nurses are also being pulled to NICU, although LVH-P states “only to assist”.

MERCER HOME HEALTH:

Contract Negotiations will begin in December/January! Thank you Lisa Miller for assisting with Negotiations! Contract Negotiations is an opportunity to improve the terms and conditions of your contract. JNESO is searching for additional members to serve on the Negotiations committee. Beginning in September/October, we will meet to review the contract and formulate our proposals. **ARTICLE 5: UNION REPRESENTATION** Section 5: Negotiating scheduling shall be on mutual times agreed to by both the Employer and the Union. In the negotiations for a successor agreement two (2) individuals from the Union team shall be considered on duty while they are present at negotiations (No overtime, however) up to three (3) sessions. For questions or concerns contact your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

LOCAL UPDATES

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NEWARK PUBLIC HEALTH:

Your next Zoom Membership Meetings will be September 17th, additional details to follow. **UPDATES FROM THE JUNE 12th ZOOM MEMBERSHIP MEETING:**

PPE: JNESO filed a PEOSHA complaint following information that was received that members were not being given appropriate PPE and had an extreme reuse of their respirators. We are waiting for information from PEOSHA. In the meantime, JNESO held a conference call with the City regarding PPE and training for COVID-19. We have differences of opinion with the City of Newark. They claim that there is sufficient PPE for our members. Each member should request a new N95 mask and face shield for each day that you work. JNESO has requested documentation from the employer to confirm that everyone is properly trained and is provided the proper PPE. We ask that you continue to wear all the additional PPE when caring for patients. As the City and the State begin to re-open, there will be increased risk while caring for the City's residents. Everyone needs to be protected.

JNESO WIN! Once again, we have been successful in an arbitration against the City of Newark. As you are aware, some members had left or retired prior to the City disbursing the funds that we had agreed to in the contract negotiations. The arbitrator has awarded those members these funds because he felt that the City should not have taken as long as they did to provide the increases to the membership. **CONTRACT NEGOTIATIONS:** JNESO and your Local Officers will begin the process of negotiating a new contract with the City of Newark within the next month. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

NEW BRIDGE TECHS:

Your next Zoom Membership Meetings will be August 12th @ 10:00 AM, 3:00 PM & 7:00 PM, information for these meetings will be sent via email. **VACATION TIME:** As we move to a lessened COVID-19 infection rate and things safely re-open, members are looking forward to some much needed time off. Many members have put in for vacation time per your contract: Article 21 below. If management has not published your vacation schedule, please reach out to a steward or Local Officer. Vacation time will be scheduled on a first come, first serve basis as staffing is taken into consideration. If you have not put in for vacation time, please do so! For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

SAINT MICHAEL'S RNS & TECHS:

Your next Zoom Membership Meetings will be held August 19th, additional details to follow. **VACATION:** On July 1, 2020, JNESO and SMMC management agreed to extend the extra 45 day addition to your anniversary date until year end (2020). Vacation requests including "prime time" may be made at any time and will be granted as staffing allows on each unit. **WORKERS COMPENSATION:** If you are injured on the job or have been ill with COVID-19 it is essential that you file a worker's comp complaint. If you have been approached by management to restore your sick, vacation time etc. or if the hospital's Workers Comp insurance co. or their lawyer declines your complaint, you must consult a worker's comp attorney of your choice. You may also use or direct questions to JNESO's Workers Compensation attorney, free of charge. Mike Carton, Esq. (732) 491-2108 or MCarton@krollfirm.com. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

SODEXO DIETITIANS AT NEW BRIDGE MEDICAL CENTER:

CONTRACT NEGOTIATIONS: We do not yet have a finalized contract. We are concerned with potential medical changes and are not ready to agree on a contract that may not include enough to cover any changes to members' co-payments. Members should make sure they are getting the proper PPE when having to go to patient floors. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

SAINT MARY'S RNS & TECHS:

CONTRACT NEGOTIATIONS ARE UNDERWAY! Your current contracts expire August 14, 2020! Your support and potential actions, if called upon, are paramount. Health & Safety, fair wages and benefits are our priorities-as indicated by our membership surveys. As we were preparing for Negotiations, there was an increase in unjust disciplines prompting the filing of several grievances. There are also outstanding arbitrations and Unfair Labor Practice (ULP) charges including: **GRIEVANCES:** Unjust discharges and disciplines, Unilateral shift changes, Health and Safety provisions -PPE, Wage disparity | **ULPs:** Unjust discipline-unilateral implementation, not utilizing progressive discipline. We will periodically send out updates as to how negotiations are going. Please remain engaged! We will primarily send updates and notification via email and the JNESO App. If you are not registered for the JNESO App, download from your App store and register via email.

LOCAL UPDATES

Please update your Labor Rep. with your e-mail address so we can get valuable information to you

SAINT MARY'S RNS:

NO MEMBERS SHOULD BE MANDATED TO WORK OUTSIDE OF YOUR ASSIGNED FLOAT BLOCK OTHER THAN WHAT'S OUTLINED IN YOUR CONTRACT! As of May 20th, everyone should have been placed back into their original unit/shift. IF THIS IS NOT HAPPENING, PLEASE NOTIFY JNESO IMMEDIATELY! **VACATION TIME** not taken in 2020 due to staffing needs and any requested time not granted will be carried over and permitted into 2021. Any carry over time greater than the one half (1/2) of accrued vacation hours currently allotted to be taken during the following year shall be taken no later than March 31, 2021. For questions or concerns please contact your Labor Rep. Aisha Harrison at (800) 292-0542 x127 or aharrison@jneso.org.

SAINT MARY'S TECHS:

Your next Membership Meeting will be held in August, additional details to follow. **EYE-ON-YOUR-CONTRACT: SICK TIME AND PERSONAL DAYS** ARTICLE 20 Section 11: If an employee does not use any sick time they will receive \$100.00 per quarter stipend. In other words, zero (0) sick absences equal \$100 payment effective July 1, 2008 and thereafter. The quarters will be January, February, March; April, May, June; July, August, September; October, November, December, and payment will be made in the following month after the quarter. **VACATION TIME** not taken in 2020 due to staffing needs and any requested time not granted will be carried over and permitted into 2021. Any carry over time greater than the one half (1/2) of accrued vacation hours currently allotted to be taken during the following year shall be taken no later than March 31, 2021. **OPEN LOCAL OFFICER POSITIONS:** for Vice President, Treasurer, Secretary & Chief Steward. For questions or concerns please contact your Labor Rep. Aisha Harrison at (800) 292-0542 x127 or aharrison@jneso.org..

VIRTUA HEALTH SYSTEM:

Your next Zoom Membership Meetings are September 29th –Call for Nominations for Local Officer Elections will be held, additional detail to follow. . COVID has caused us to re-evaluate our contract language. We will begin reviewing your survey responses to begin formulating contract proposals in the fall. Negotiations will begin in December 2020/ January 2021. **IT IS IMPORTANT THAT YOU ARE ENGAGED DURING CONTRACT NEGOTIATIONS!** To receive regular updates, please provide JNESO with your personal emails and cell numbers. Congratulations to our 2020 Nominations Chair: Francesca Ellis, Berlin ED. **OSHA PPE COMPLAINT:** The OSHA Investigator is still conducting his investigation into the lack of appropriate PPE for our members and is interviewing JNESO nurses. If you would like to share information with OSHA, please contact us. PTO: According to management, approved vacations can still be taken even if you are out of PTO time by September 30, 2020. **OUTSTANDING GRIEVANCES: Exposure and Quarantine Pay** -the Union was made aware of those who were exposed and didn't get quarantine pay and those exposed that had partial quarantine pay and forced to use PTO and EST. Health Insurance -JNESO is still in discussions regarding Physicians that are not on the list. **ATTENDANCE POLICY:** THIS GRIEVANCE IS OPEN! If you were disciplined with dates before March 1, 2020, please notify JNESO. **QUARANTINE PAY:** Several concerns/issues about this pay have come to the Union's attention, therefore we are carefully reviewing each issue as a potential contract violation. For other questions or concerns, please contact a Local Officer or your Labor Reps. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org, Ignazio Amodio at (800) 292-0542 x116, Yolanda Brewer (800) 292-0542 x 124 ybrewer@jneso.org.

VNA HEALTH GROUP:

CONGRATULATIONS! Members voted to approve the one year contract extension with a wage increase. COVID ADD-ON: After much back and forth with management regarding COVID add-on pay for the risk of caring for VNAHG patients, we have come to an agreement. This add-on will be effective June 1st through July 31st 2020, for all hours worked and is broken down by those trained and actively providing patient care of medium to high risk patients. Specific information has been provided to the membership. It may be reviewed at the end of July and may be carried over into the month of August. JNESO is concerned that members have the proper PPE for ALL visits. These and other issues are addressed on our regular Zoom Meetings. Zoom meeting announcements are sent via email, IF YOU ARE NOT RECEIVING EMAILS PLEASE contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.





District Council 1 IUOE — AFL-CIO
1225 Livingston Avenue
North Brunswick, NJ 08902

Phone: (800) 292-0542
Fax: (732) 828-6343
E-mail: jnesonj@aol.com
Web: www.JNESO.org



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