In this forum, I often address issues or legislation affecting our jobs or impacting our facilities, and while that is so important, in this issue, I would like to share the great work our members are doing in their communities and abroad. Members from each of our Locals are actively involved in service and charitable outreach programs that benefit the communities in which they live. Our members selflessly volunteer their time and often, use their own financial resources to volunteer on medical missions abroad or help to rebuild communities devastated by natural disasters. The following is some of the great work our members perform and make a difference in the lives of others.

- Members from Saint Michael’s participated in the ‘Waves of Health Mission’ in the Dominican Republic and a Medical Mission to Ghana.

- Our Hoboken Local President participated in the ‘Convoy of Hope Mission’ to help rebuild homes in Puerto Rico after the island was devastated by Hurricane Maria in 2017.

- Virtua members participated in the ‘Children of the America’s (COTA) Medical Mission’ to Guatemala, as highlighted in a previous newsletter.

- Our LVH-Pocono RNs collected shoes for ‘Girls On The Run’, a local afterschool program designed to empower young girls in grades three through eight.

- Throughout the years, Virtua members have participated in charitable works with the Ronald McDonald House in Camden, and the Give Kids the World Village in Kissimmee, Florida which grants wishes to children diagnosed with critical illnesses.

- St. Mary’s RNs participate in ‘Project Homeless Connect’; an event that benefits the homeless and disadvantaged in Passaic and Clifton.

- Our Essex County Locals participated in the ‘Angel Tree Celebration’, making the holidays brighter for families in-need.

- Each year, members from Essex County Hospital, St. Mary’s Hospital, Saint Michael’s Medical Center and Virtua Health System collect school supplies so that disadvantaged children in these communities can start the school year off right!

- Our members at St. Mary’s and Saint Michael’s also donate to and participate in the Three Kings Celebration held each year in support of Latino communities.

These are a few examples of our members’ generosity. We are grateful and inspired by our JNESO members who offer their time and talents to help others. If you are interested in becoming involved with any of these programs, please contact your Local JNESO Officers, Labor Representative or Thurese Calhoun, JNESO’s Community Organizer in the JNESO Central Office at (800) 292-0542 x122.

We want to hear from you as well! Please share with us any good deeds not mentioned in this newsletter. We would love to recognize your good works in future newsletters.

Blessings!

By Elfrieda Johnson
President,
JNESO Board of Directors
Hard work pays off. It is not often enough that our members hear it, but thank you to every one of our JNESO members who come to work every day, care for patients, care for your contracts and care for one another. This may sound a bit hokey to some, but it’s true. As healthcare continues to change and employers focus more on the bottom line, does management ever say “thank you” for working so hard? Those changes in healthcare include going to electronic record keeping, stricter practice guidelines, a National Labor Relations Board that is more employer-friendly, and now we see more of a virtual delivery of health care. Throughout these changes, the constant has been our members and our organization.

As this new year has begun, we are looking to build upon the foundation that our foremothers have built. We often impress upon our Local Leaders to pass on to the newer members the strides and struggles of our great UNION. They need to know where we have come from to take JNESO into the future. We have adapted new ways to communicate with membership, whether through email or social media - the response has been overwhelming.

To take it a step further, we have engaged the public in a similar fashion, and the support that we have received from the public, whether it be around negotiations or other trying times, has been outstanding. We have received contacts to organize facilities where health care workers struggle - so we’ll be there to help. More members have requested steward training and/or are running for leadership positions. We are positioned to be successful in the future - BUT we cannot be complacent. We have to keep organizing and growing and grooming new leaders for us to flourish.

We have called on you in the past, and you have responded - we call on you again. We have terrific workshops planned for Education Day at the Sands Hotel & Casino April 2nd-3rd in Bethlehem, PA. Talk to your Local Leadership if you would like to attend. We are planning Nurses Day events in May, we hope you will join your fellow members in our respective state capitols. We will also host additional Leadership and Steward Training sessions; be sure to see how you can defend your contract and your license.

Steward Training in North Jersey
March 20th: (Location TBD)
Learn How to Enforce your Contract, Protect your License and Protect Yourself!

Contact a Local Officer or the JNESO Office (732) 745-2776
## JNESO Education Day 2019
### April 2nd - 3rd

**Sands Hotel & Casino: Bethlehem, PA**

### Tuesday, April 2nd

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>1:00 - 2:45 PM</td>
<td>Gripe-Grievance-Discrimination: Tools to Making the Correct Next Move</td>
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<tr>
<td>3:00 - 5:00 PM</td>
<td>Leadership Skills Roundtable: Making Sure We Have a Seat at the Table</td>
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<tr>
<td>6:30 - 10:30 PM</td>
<td>Cocktail Reception</td>
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### Wednesday, April 3rd

<table>
<thead>
<tr>
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| 8:55 - 11:00 AM| Your Patients are Using Cannabis - Here's What You Need to Know  
[Presenter: Eileen Konieczny, RN]  
POST TEST AND EVALUATION |
| 11:05 - 11:45 AM| Board Member Swear-In  
& Scholarship Awards                |
| 11:45 AM - 12:45 PM| Luncheon                                                |
| 12:55 - 3:05 PM| Cannabis and Licensure Perils  
[Presenter: Edie Brous, Esq.]  
POST TEST AND EVALUATION |
| 3:15 - 5:25 PM| Healthy Doesn’t Have To Be Hard:  
4 Steps to Wellness for the Health Care Provider  
[Presenter: Dr. Kristen Bentson]  
POST TEST AND EVALUATION |

This activity has been submitted to Montana Nurses Association for approval to award contact hours. Montana Nurses Association is accredited with distinction as an approver of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.

For more information, contact a Local Officer or call the JNESO Office: (732) 745-2776

www.JNESO.org
SAINT MIKE’S MEMBERS MEDICAL MISSION TO THE DOMINICAN REPUBLIC

In November 2018, Maria E. Suarez and Latee Chestnut, registered nurses at Saint Michael’s Medical Center, volunteered for the Waves of Health Medical Mission to Dajabon, Dominican Republic. Latee and Maria applied their critical care nursing skills to organize the clinic, triage patients and provide focus for the overall mission. Some of the programs Maria and Latee oversaw ensured young children receive Vitamin A supplements, women of childbearing age receive prenatal vitamins, distribution of condoms and STD prevention information as well as providing reading glasses to patients in-need. An electronic system was created to efficiently manage supplies and care for the patients. School supplies were given to children and over 500 pairs of flip-flops were distributed. Latee’s teenage daughter Janee also volunteered for the November medical mission. Janee utilized her Spanish-speaking skills to register patients and provide assistance for the lice prevention and treatment initiative.

Waves of Health is a nonprofit organization founded in 2007 by doctors and pharmacists from Saint Michael’s Medical Center. It is a volunteer organization where all health care professionals volunteer their time and pay their own airfare and expenses to participate on the medical missions. Waves of Health is built upon two principles: bring modern medical care to underserved people and educate health care professionals about the medical challenges in the developing world. These medical missions rely on private donations for supplies and the volunteer team of doctors, nurses, pharmacists, and support crew return to the underserved clinics twice each year to provide free medical care for thousands of people.

As in any medical organization, the nurses are the unsung heroes. Although the doctors and pharmacists shared in the spotlight of success, it was the nurses who made sure the medical mission functioned accordingly. Thank you Maria, Latte and Janee for dedicating your time and efforts to this great cause!

For more information about Waves of Health, visit their website at: www.thewavesofhealth.org

SHARON LONDON, MEDICAL MISSION TO GUYANA

In November 2018, Sharon London, a nurse at Saint Michael’s Medical Center volunteered for the Guyana Medical Mission (GMM). Making this her 6th year, she once again packed her bags to volunteer caring for an underserved community. Sharon’s team consisted of 40 members including the board of directors, doctors, nurses, and lab techs. Sharon and her colleagues volunteered their time and paid their own expenses to partake in this medical mission. While in Guyana, Sharon and her team of volunteers visited seven different clinics. At each site, they applied their critical care skills to monitor blood pressure, cholesterol, blood sugar, provide full eye exams along with necessary medical screening. With all volunteers’ hands on deck, they were able to conduct a total of 1100 medical screenings. This number doesn’t include the 500 pediatric patients examined along with a surgical team that conducted a total of 60 surgeries. Thank you, Sharon for donating your time in Guyana to those in-need.
ALVIDIA ORTIZ, PUERTO RICO CONVOY OF HOPE

We're all aware of the hardships the people of Puerto Rico have endured since Hurricane Maria hit the island in September 2017. In November 2018, Alvidia Ortiz, Local President at Hoboken University Medical Center volunteered with eight members of The Life Christian Church (TLCC) in West Orange for the Convoy of Hope. The Convoy of Hope, among other initiatives, provides disaster response relief to regions affected by natural disasters. Alvidia and members of her church raised money for supplies and donated their time to the rebuilding efforts in Puerto Rico. Alvidia rolled-up her sleeves to mix cement, carry lumber, put-up drywall and install windows and floors. Her team completely rebuilt one family’s house from the ground-up in one week! Additional trips are planned to return to Puerto Rico this year after having established a relationship with a local pastor on the island. Alvidia –thank you for your selflessness and efforts to help the struggling people of Puerto Rico.

For additional information about the Convoy of Hope visit: https://www.convoyofhope.org/

DIANE FRANECKI, MS CITY TO SHORE BIKE EVENT

Diane Franecki, a Virtua nurse at Marlton, compiled a team of riders for the MS City to Shore Bike Event in loving memory of her sister who passed away from Multiple Sclerosis. Diane’s team included her husband, children, siblings, niece, and nephew. The event began on September 29th in Cherry Hill, NJ. The team biked 75 miles to Ocean City, NJ. The next day, they biked the 75 miles from Ocean City back to Cherry Hill for a total of 150 miles. The original fundraising goal was $500; they quickly exceeded this goal by raising over $2,700! A surreal, beautiful two days were spent surrounded by people pedaling for the same cause: to help those affected by MS. Because of Diane’s incredible efforts, her team was featured in the top 250 fundraisers for the 2018 MS City to Shore Bike event. Diane is pleased to announce her 2019 team has doubled in size! Thank you Diane for your efforts raising money for this great cause.

For more information visit: https://www.nationalmssociety.org/ search for MS City to Shore Bike Event
LVH-POCONO RNS DONATE SHOES TO LOCAL GIRLS EMPOWERMENT PROGRAM

More than 200 pairs of shoes were collected by the Lehigh Valley Hospital-Pocono (LVH-P) RNs to help support a local girl’s empowerment program. JNESO Chief Steward and Board Member Annmarie Ruggiero organized the shoe drive after learning about the Girls On The Run program which provides afterschool programming for girls in grades three to eight.

This is the first time JNESO has participated in the shoe drive, but the fifth year that Girls on the Run has sponsored the fundraiser which supports programs that annually serve between 800 and 950 girls in five Pennsylvania counties: Monroe, Northampton, Pike, Lackawanna, and Luzerne.

The 10-week program taught by volunteer coaches features a well-rounded curriculum that combines exercise and life skills such as teamwork, gratitude, anti-bullying, and self-esteem building to teach and empower young girls to set, reach and achieve goals.

The collected shoes are sold for $0.40 per pound and then shipped to Third World Countries where they are cleaned and resold by micro businesses that support families in those regions.

Last year, 9,969 pounds of shoes were collected; with efforts of the LVH-P RNs and other organizations, this year’s goal is to exceed 10,000 pounds of shoes.

Thank you, Annmarie and all the nurses at LVH-Pocono for participating in this great program!

Other great programs LVH-Pocono RNs are involved with:

- **Run 4 the Red**: American Heart Association Marathon.
- **Family Promise of Monroe County**: Provides safe shelter, meals, and support services for homeless families with children through a collaborative network of local congregations.
- **Street2Feet**: A day shelter and outreach program for homeless adults or adults facing homelessness in Monroe County.
- **Five Loaf House**: home of the Top of the Mountain Ecumenical Food Pantry.
- **Breast Friends**: ensures that no woman goes through cancer alone. A unique resource for women, their family, friends, co-workers and the community to minimize the fear and isolation of cancer.
- **Children’s Advocacy Center**: Providing help to victims of physical or sexual abuse, particularly when it involves children.
JNESO MEMBERS MAKE HOLIDAYS BRIGHTER FOR ESSEX COUNTY FAMILIES!

Thank you to our members at Arbor Glen Care and Rehabilitation Center, Essex County Hospital Center, Newark Public Health and Saint Michael’s Medical Center for our first Angel Tree Celebration! 43 Essex County families of which 98 children ranging from 6 months to 17 years old as well as their parents benefited from your generosity. Donations consisted of, but were not limited to: clothing, coats, shoes/sneakers, tablets, L.O.L. dolls & houses, LEGO’s, Leapfrog learning systems, drawing kits, as well as other educational toys.

The celebration was held on Saturday, December 22nd, at the Priory Restaurant in Newark from 11:00 AM – 1:30 PM. The festivities began with parents decorating picture frames to hold a family photo with Santa; followed by face painting, food and last but not least, the gifts. The look of joy, excitement and gratitude from the families was priceless!

Your generous giving is a tribute to your commitment to the community!
DIRECT DEALING: HOW EMPLOYERS TRY TO UNDERMINE YOUR UNION CONTRACT

By Yolanda Brewer
Director of Labor Services

“Direct Dealing” occurs when an employer and represented employee(s) discuss and take action without the Union’s knowledge or presence in matters that fall within the scope of “mandatory subjects of bargaining.” Direct dealing with the employer undermines your contract. Members believe they are getting a good deal until the agreement no longer works for management. In many cases, management will change the terms of what was discussed with you individually, and then members find themselves in an even worse situation (i.e., changes in shifts, hours of work, workload and doing favors) - these new job duties can become standards of practice not negotiated in your job description.

Unions negotiate contracts to prevent the employer from unilaterally making changes to terms and conditions of employment. It sets boundaries designed to avoid putting members in a situation that may jeopardize their license. A Union contract creates a level playing field, it governs what work you do, how the workload gets distributed and keeps your rights protected under a legally binding agreement. The employer must comply with rules and regulations governed by Federal and State entities along with your contract.

The Union makes sure the employer adheres to contract language and regulations. The Union negotiates terms and benefits, so you get time off to take earned vacation, spend time with family and friends and take care of personal matters. When members direct deal everyone loses. It is an attempt by the employer to erode your contract and pins members against one another. Time and research go into negotiating Union contracts. The negotiating team, with the help of members, collect data to review and develop contract proposals. JNESO advocates in the best interest of all our members. If management believes they have a good idea that is in the best interest for you concerning the terms and conditions of employment, they should reach out to the Union to negotiate.

If it’s a good thing for one, it should be a good thing for all. Your contract is a collective voice; don’t let the employer attempt to silence you one by one.

When topics such as the ones listed below are bargained, it ensures all members are afforded the same rights and privileges in the workplace.

EXAMPLES OF MANDATORY SUBJECTS OF BARGAINING:
• Hours of Work/Work Schedule
• Job Descriptions
• Promotion Criteria/Bonuses
• Performance Evaluation Systems
• Time off Benefits
• Over-time
• Wages/shift differentials
• Meals & Rest Breaks
WELCOME AISHA HARRISON, STAFF SPECIALIST

Aisha worked as an intern at JNESO during this past fall semester. She worked closely with JNESO’s Director of Labor Services; reviewing cases, grievance procedures and how JNESO Labor Reps provide fair representation to our members. Aisha provided research support to the Director of Practice gaining an understanding of clinical practices in health care settings. She also worked with JNESO’s Communication Director coordinating messaging to our locals and members.

In December, Aisha graduated from Rutgers University, New Brunswick earning a Degree in Communications, Labor and Employment Relations and minors in Human Resource Management, Law and the Workplace.

In January, JNESO hired Aisha as a full-time, permanent employee. She looks forward to applying what she has learned in the classroom to where the rubber-meets-the-road world of Labor Relations.

Pursuing her passion for Labor Studies, Aisha plans to return to Rutgers University to obtain her Master’s Degree. Her exceptional educational background will make her an outstanding JNESO resource for years to come.

We are excited to welcome Aisha to the JNESO team!

UNION TRAINING, TOOLS & RESOURCES

October 17th: Steward Training in the North Brunswick Office

November 14th: Leadership Training at the Courtyard Marriot in Lyndhurst, NJ

February 13th: Leadership Training at the Westin in Mount Laurel, NJ
Do you volunteer for Community Service? The answer is usually a resounding YES, once you look at what community service means from different angles. It is speculated that 80% [more than 2.5 million] nurses are helping to improve their community’s health every day either in work-related or non-work activities.

Nurses have historically served in the care of individuals, families, and communities to help them attain, maintain, or recover optimal health and quality of life.

We can thank Florence Nightingale for shining a light on nurse volunteers in times of need, as she led 38 volunteer nurses into the Crimean War in 1853-1856. Her group of fearless nurses cared for the wounded British soldiers brought from the battlefields to Turkey’s poorly staffed medical facilities with insufficient supplies, and awful medical and sanitary conditions. Sound familiar?

Today, the media provides great coverage in heralding medical team relief during natural disasters. From Florence’s band of volunteers during the Crimean War to Hurricanes Katrina, Maria, and Sandy to the Joplin MO tornado, and Haiti’s 2010 earthquake, just to name a few; nurses always answer the call and hit the ground to help those in need.

While the volunteer rate amongst the general population in the US has been declining, nurses have been signing-up in large numbers to volunteer both at home and abroad.

More than 20,000 nurses currently serve as volunteers with the American Red Cross supporting victims of natural and man-made disasters. However, as nurses gain increasing visibility as disaster respondents and international aid volunteers, little attention is paid to how nurses promote a culture of health in their communities, whether as volunteers or for pay as a part of their job.

Nurses are an integral component to the health of the communities they reside in. It is estimated approximately 25% work in community settings, such as schools, and approximately 56% work in hospitals.

What nurse hasn’t been confronted with a family member, friend, or neighbor asking for medical advice or posing a health question? That’s community service!

From patient education, community health activities, running for a cause, group exercising, and checking in on an elderly neighbor; it is ALL community service!

Every nurse knows the Gallup Poll has rated nurses as the most honest and ethical profession for 17 consecutive years! Our communities recognize nurses as someone they trust to care for them and to learn from. Your presence, guidance, and professionalism are the key to healthy communities, during good times and bad.

THANK YOU, FOR ALL YOU DO!
POLITICAL & LEGISLATIVE UPDATE

In Pennsylvania, 2019 brings a new legislative session, new members of the State House and State Senate, and a second term for Governor Tom Wolf. In New Jersey, the New Year brings the beginning of election season for the General Assembly and the beginning of Governor Phil Murphy’s second year in office.

**Pennsylvania**

Last year, JNESO endorsed Democratic Governor Tom Wolf who was re-elected with 58% of the vote, and while more Democrats were elected to the Legislature, Republicans maintained their majority on both the House and the Senate. In the House, Republicans have a 110-92 advantage, and in the Senate they have a 29-21 advantage.

On January 15, 2019, Governor Tom Wolf took the oath of office for his second term, and outlined broad priorities for the upcoming year. He touted accomplishments like: continuing to increase funding for public education, creating opportunity for residents to find jobs, and working toward criminal justice reform. He also outlined goals of the new session, including committing to combating discrimination against the LGBTQ community, fighting climate change, and further improving voting access and security. Governor Wolf has been steadfast in his support of staffing ratios.

**New Jersey**

On January 15, 2019, Governor Phil Murphy delivered his first State of the State address. In it, he reviewed his administration’s accomplishments from the previous year, and outlined his priorities for the New Year. Among them, he discussed the need to continue to address the opioid epidemic, and to dedicate resources to provide better access to treatment and recovery programs, to compile data and analytics, and to help law enforcement keep fentanyl and other dangerous drugs out of New Jersey communities.

Additionally, he reiterated his support for legalizing adult-use marijuana; a priority from his first year in office that has yet to be passed by the Legislature.

This year, all 80 members of the General Assembly are up for re-election. Because there are no other state or federal offices on the ballot this year, the Assembly will be at the top of the ticket.
LOCAL UPDATES

ARBOR GLEN CARE:
Keep your eyes and ears open for further communications regarding Contract Negotiations! Your participation and input is needed!!! If you experience short staffing on your shift please fill out a short staffing form! 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 take place in March, watch for notices and e-blasts. NEW CONTRACTS have been signed and will be available at the March Membership Meeting. Deb Wilson, your Local President, is actively looking for other members to think about the future of your Union. We need Shop Stewards and Officers! JNESO will train anyone who is interested at a time that is convenient for you. If you have questions or other concerns please contact a Local Officer or your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

BACHARACH INSTITUTE FOR REHABILITATION:
At the January Membership Meetings a discussion was held regarding upcoming Contract Negotiations to begin in March. To participate in Negotiations, either on the committee or in another capacity, contact a Local Officer. Please fill out a Pre-Negotiation survey sent via email and mailed to your homes; please mail back or hand back to a Local Officer ASAP – YOUR ISSUES ARE IMPORTANT TO NEGOTIATIONS. MED CARTS: Need to be plugged-in whenever possible and should only be used by the nurses. JNESO continues to address the lack of equipment at Labor Management Meetings. For other questions contact a Local Officer or your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org. BE IN THE KNOW, LET A LOCAL OFFICER KNOW!

BISHOP MCCARTHY RESIDENCE:
At the February Membership Meetings we discussed PTO Accrual and sought member participation on the Violence Prevention in Healthcare Facility Committee. JNESO is currently holding discussions with management to have our members participate on this committee. Your Local Executive Committee Elections are approaching fast. Look for information in your March mailing. Please consider an active role in your Union! For questions or concerns please contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 or eosborne@jneso.org especially issues regarding time & attendance – WE NEED TO KNOW!

COMPASS DIETITIANS:
Sodexo, signed a three year contract to be the new food management company at New Bridge Medical Center. We will keep you updated as information becomes available. ARE YOU RECEIVING REIMBURSEMENT? EYE ON YOUR CONTRACT ARTICLE 18 SECTION 3 (page 17): The Employer shall also provide to all employees reimbursements for ADA annual dues, Commission on Dietetic Registration (CDR) annual fees, state licensure and/or certification, annual membership into one Dietetic Practice Group (DPG). Report any issues you feel are a violation of your contract! Check your paystubs; make sure your pay is correct and your accrued time is accurate. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

ESSEX COUNTY HOSPITAL:
Bargaining for your new contract continues. Contact a Local Officer immediately if you feel there has been a contract violation. For questions or concerns, please contact a Local Officer or the JNESO Office at (800) 292-0542.
LOCAL UPDATES

HOBOKEN UNIVERSITY MEDICAL CENTER:
CONGRATULATIONS ON RATIFICATION OF YOUR NEW THREE YEAR CONTRACT! A special thanks to the bargaining committee for all of their hard work and to the members for your support. NEW CONTRACTS, PAY INCREASES: One BIG change to the new contract is a change to when members receive their pay increases. Per the new contract ratified in December 2018, members will receive a 2.5% pay increase each year in October. In December 2018, you should have received a pay increase and retro pay for the increase retroactive to October 2018. You will receive an additional 2.5% increase in October 2019, and an additional 2.5% increase in October 2020. There are no longer step increases. HAVE YOU RECEIVED YOUR PAY RAISE AND RETRO PAY? IF YOU HAVEN’T CONTACT YOUR LABOR REP. DIANE GRADY IMMEDIATELY! The February 12th Membership Meetings were cancelled due to weather, the next scheduled Membership Meetings are May 14th. Monthly Labor Management Meetings continue, if you have an issue that is not a grievance please reach out to a shop steward so that we can place it on the agenda for the next meeting. Please consider an active role in your Union, contact a Local Officer or your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org to see how you can help make a difference!

LEHIGH VALLEY HOSPITAL - POCONO:
Your next Membership Meetings are March 14th, (8:00 AM, 10:00 AM, 5:00 PM & 8:00 PM) at the Innovation Center (3rd floor), 562 Independence Road, East Stroudsburg. NEW CONTRACT: should be on each unit, copies will be available at the March 14th Membership Meeting. CHECK YOUR PAYCHECKS: Many payroll errors are in the process of being corrected [Certification pay; PTO accruals; Valic matching contributions; unidentified errors] KRONOS: Management can change to balance schedule but should not be changed once the schedule is posted. REIMBURSEMENT FOR CONTINUING EDUCATION reviewed. Monies from last year approx. $2600, so you should be reimbursed for mileage. EPIC: Black out period 2 weeks before and after “go live”: Sept. 15, 2019 to Oct. 15, 2019. Management will have people from the Valley to facilitate training. POLICIES: Management is rolling out new LVHN policies; please keep your eyes open for any changes. CROSS-UNIT HIRES: Management is requesting to hire RNs for primary unit, with another unit as regular pull when needed. JNESO has rejected this concept as it violates our CBA. CALL-IN POLICY: New policy cites employee out 3 consecutive days requires Employee Health clearance to return to work. JNESO objected and management is reviewing the process. FEB 1ST WAGE INCREASE: will be in the February 28th payroll with retro. PTO: Want to see your PTO Accruals? Sign in to Lawson; Go to Employee Health, leaves & time off tile; Click on Leave Balance; It shows Holiday PTO & Sick Banks; Click on small light grey arrow under Balance Details; See accruals & usage. DECEMBER 6th VOTE: VOLUNTARY ON-CALL BONUS REJECTED; management now wants to negotiate again! LIGHTS: JNESO is petitioning for lighting at the Parking Deck cross-walk. 2018 GRIEVANCE SUMMARY: 17 filed; 3 open; 6 settled; 3 wins!; 3 withdrawn; 3 resolved. Preceptors please contact a Local Officer if orientees are pulled off the unit to cover the other units. GIRLS ON THE RUN POCONO: Over 200 pairs of shoes were collected in 2018; continue to collect for 2019! For other questions or concerns please contact a Local Officer or your Labor Rep. Karen May at (800) 292-0543 x112 or kmay@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 a Local Officer.
LOCAL UPDATES

MEADOW VIEW NURSING & RESPIRATORY CARE:
At the February Membership Meetings the following topics were discussed: Vacation & Requests for Time Off, New Documentation Issues, Changes in Management and Education Day: April 3rd @ The Sands, Bethlehem, PA. Please keep your Local Officers informed if changes in management impact you or your contract. Remain diligent and adhere to the terms and conditions of your contract. For questions or concerns please contact a Local Officer or your Labor Rep. Yolanda Brewer at (800) 292-0542 x124 ybrewer@jneso.org.

MERCER HOME HEALTH CARE:
Staffing continues to be an issue! A Membership Meeting will be held in March (date, time & location: TBD). We will send a notification for the March Membership Meeting. If you did not get a copy of your new contract, contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 or eosborne@jneso.org.

NEW BRIDGE MEDICAL CENTER TECHS:
JNESO continues to demand unfilled positions be filled to alleviate short staffing concerns! Regular Labor Management meetings continue. The contract is being formatted for print and as soon as it is received we will hand them out. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

NEWARK PUBLIC HEALTH:
Congratulations Roslyn Goodwin, the new Local President @ NPH! THE CONTRACT IS STILL NOT SETTLED! We are closer and hope that it will soon be settled. In the interim, we will notify you of any important meetings which may require your attendance. Be sure to attend the next Membership Meeting March 13th. 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 MEDICAL CENTER:
ONE LAST SHOT TO FILL-OUT A PRE-NEGOTIATION SURVEY! WE NEED YOUR INPUT AS WE HEAD INTO NEGOTIATIONS! FILL-OUT A PRE-NEGOTIATION SURVEY WITH YOUR CONCERNS! FINAL DEADLINE: FEBRUARY 28th!!! The final Call for Nominations for Local Officer Elections closed at the February 21st Membership Meetings. We will keep members informed regarding upcoming elections and contract negotiations! For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

ST. MARY’S GENERAL HOSPITAL:
At the January Labor Management Meetings, management informed JNESO that a joint commission is required to update job descriptions. UNION REPS AND LOCAL OFFICERS WILL MEET WITH HR REGRADING JOB DESCRIPTIONS. IN THE MEANTIME CONTACT A LOCAL OFFICER OR YOUR LABOR REP. IF YOU ARE TOLD TO PERFORM A JOB THAT YOU BELIEVE MAY BE OUT OF YOUR SCOPE OR EVEN JUST A CHANGE IN REQUIREMENTS.

DO NOT GO INTO A MEETING WITH MANAGEMENT WITHOUT UNION REPRESENTATION!
Be sure to bring a Union representative if you feel you are called into a meeting that could be disciplinary.

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

SMH RNS:
EYE ON YOUR CONTRACT: ARTICLE 21, SECTION 3 (page 33) Holiday Pay or Equivalent Time Off A regular fulltime employee or a regular part-time employee who works on any of the holidays listed in Section 1 of this Article shall be granted a day off at the regular compensation rate within sixty (60) days before or after the holiday worked. In addition, all regular full-time and regular part-time employees who work any of the holidays listed in Section 1 of this Article will be paid at the rate of time and one-half (1 ½) for all hours worked on the holiday. Per Diem employees will be paid at time and one-half (1 ½) for working Thanksgiving, Christmas, and New Years and one of the summer holidays but will not receive a day off for working a holiday.

EYE ON YOUR CONTRACT: ARTICLE 20, SECTION 5 (page 30) Vacation time shall be taken each year. In the event that a vacation cannot be taken, through no fault of the employee, one half (1/2) of the vacation may be accrued and shall be taken during the following year, or the employee may request pay in lieu of Vacation at the regular compensation rate for that Vacation time which has been earned but which was unable to be taken. The Hospital retains the right, however, to make the final determination as to whether pay in lieu of vacation shall be granted. Contact a Local Officer if you are interested to represent your unit on the Professional Nurse Practice Committee! For questions or concerns please contact your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

SMH TECHS:
EYE ON YOUR CONTRACT: ARTICLE 18, SECTION 2G (Page 26) Employees are not entitled to pay in lieu of vacation. Employees are encouraged to take all eligible vacation time each year. However, Employees with written approval of Management may carry over one-half (1/2) year's vacation to be used in the following year. In addition, vacation time denied by the Department Manager will be carried over in the following year. Carryover accrual will be verified by both Employer and Employee. For questions or concerns please contact a Local Officer or your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

VIRTUA HEALTH SYSTEM:
*Please update your Labor Rep. with your e-mail address so we can get valuable information to you*

EYE ON YOUR CONTRACT: ARTICLE 15 TRANSFERS AND PROMOTIONS (page 30) Whenever the Employer determines that a job vacancy exists in the bargaining unit that vacancy will be posted in accordance with the Employer’s posting policy. All such vacancies shall be posted for a minimum of five (5) calendar days. The posting shall specify position, status, shift, unit and location[s]. The procedure set forth in this Article shall be used to bid on newly created/open positions, promotions, unit transfers, shift transfers and/or status changes. When there are multiple open positions, check the Requisition Number. To apply for each open position you must respond to each open Requisition Number. Virtua does not automatically consider you for each opening unless you apply for each position.

EYE ON YOUR CONTRACT: ARTICLE 48 CANCELLATIONS (pages 118-120) Unless you agree, YOU CAN NOT BE CANCELLED once you receive report. You can request to replace agency and Per Diem in your unit, any comparable unit, and units in your pathways. Our STAFFING WORK GROUP is up and running, come to the March 25th Membership Meeting to see how you can participate on our Staffing Work Group. Discussions continue with management regarding changes that impact the NICU; we will keep you updated. Please continue to notify a Local Officer or your Labor Reps. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org or Yolanda Brewer at (800) 292-0542 x124 ybrewer@jneso.org.

VNA HEALTH GROUP:
At the February Membership Meeting, the following issues were discussed: Reimbursement for Documentation Time, Mileage Reimbursement, Verbal Disciplines, Specialty Departments & Uniforms. These and other issues continue to be addressed at Labor Management Meetings. Upcoming Local Officer Elections and the Call for Nominations was also discussed, watch your mail for important Local Officer elections information. Remember to keep track of your miles to make sure you are being paid the correct amount for accrued miles. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.
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