Let me begin by saying how impressed I was with member attendance at Education Day April 2nd-3rd. Over 150 members joined us in Bethlehem, PA for our 2 day event! Let's build upon this energy next year for Convention in Atlantic City!

I hope everyone had a wonderful Nurses Week! This year’s campaign, “JNESO Nurses Give Back” profiled our nurses who not only provide excellent care, but also spend countless hours volunteering their time, skills, and passion to help those in need locally and abroad. Several nurses traveled outside our borders to assist the victims of natural disasters and to provide health services for people in third-world countries. Our members are vital volunteers in New Jersey and Pennsylvania whose goals are to serve the community in which they work and live. If you missed this year’s campaign, I highly encourage you visit the JNESO Facebook page to see the overwhelming response to the public’s most trusted profession.

On May 6th, our LVH-Pocono nurses kicked-off Nurses Week with a road trip to Harrisburg. The Pocono nurses visited legislators to garner support for House Bill 867 reintroduced this year to set minimum nurse-patient staffing ratios. The Pocono nurses came dressed in scrubs and prepared to speak with legislators who might not be aware that appropriate nurse staffing is tied directly to patient acuity. Our members offered first-hand experiences of inadequate staffing, not having proper resources to deliver safe patient care as well as encountering violence in the workplace. Many legislators were astonished to hear these real-world, first-hand accounts. At the end of several meetings with legislators our nurses found a sympathetic ear and convinced one legislator to sign-on and co-sponsor House Bill 867 —way to go Pocono RNs!

Looking forward, we hope to build on the momentum of Education Day and Nurses Week to plan a Lobby Day in Trenton to engage New Jersey legislators. The New Jersey State Assembly is up for re-election this year and we intend to let them know that together, we are a formidable constituency representing patient safety and our own safety in the workplace! We will send notification of a date in the fall to do a road trip to Trenton to fight for safe staffing ratios!

This fall as we celebrate the International Day of Radiology and Respiratory Care Week we will recognize our radiologists and respiratory therapists for the hard work and dedicated service they provide. Look for our celebrations of these events on our website, through email and on social media. By the way, we’re now on Instagram! We encourage you to follow us, show our members you represent!

Blessings!

By Elfrieda Johnson
President, JNESO Board of Directors
HAS NURSE STAFFING IN NEW JERSEY REALLY IMPROVED?

By Doug Placa
JNESO’s Executive Director

In April, JNESO published an Op-Ed in response to a recent Rutgers University study: Effects of Public Reporting Legislation of Nurse Staffing: A Trend Analysis. The Rutgers Study claims hospital reporting of staffing numbers has led to better nurse staffing ratios – that nurses are handling fewer patients. Public reporting of staffing statistics is a good thing. However, I would argue the study does not tell the whole story.

There have been recent reports conducted on safe staffing ratios for nurses. While we are happy this issue is getting deserved attention, the reporting process needs to be precise to clearly describe what happens daily in hospital facilities, taking into account the unique circumstances, intensity and changing needs of every unit. To ensure patient safety; it is vital hospital reporting be based on complete, accurate data with true daily staffing numbers, patient volume, and patient acuity which has an impact on the safe patient care environment. For example, the Average Daily Ratios don’t show the actual number of staff and patients. Daily staff numbers are only cited in the Emergency Department (ED) and Post Anesthesia Care Unit/ Recovery Room (PACU) not for all other hospital units.

Patient acuity measures are also left out of the equation when looking at results from a recent study and the information reported to the Department of Health (DOH). Patient acuity determines the intensity of nursing care required to ensure proper patient outcomes.

Providing patient care in a safe environment is critical to the well-being of all patients and requires a staffing plan that includes the number of patients each nurse cares for based upon patient acuity. Surprisingly, while current Hospital Licensing Standards call for the use of acuity tools (N.J.A.C. Hospital Licensing Standards 8:43G-17.1, 3ii), few hospitals implement them and assign staffing based on the number of patients instead.

We understand the importance of protecting our nurses’ licenses from jeopardy when errors or injuries result from under staffing. Our nurses have the most at stake pertaining to patient safety and nurse staffing. Nurses shouldn’t have to worry about the stress of under-staffing and burnout. We also need to protect patients, who entrust their lives to the belief that a hospital is a safe place, which it should be.

In addition to requiring that hospitals publicly disclose accurate staffing levels, we still need to enact safe staffing legislation to guarantee that minimum staffing levels and nurse-to-patient ratios are set throughout each state - to protect our nurses and ensure patient safety. It remains true that legislators have the power to pass legislation on nurse staffing ratios but until then, we will continue holding hospitals liable for the implementation of valid and reliable unit-based nurse staffing plans.

The population of patients entering hospitals is becoming substantial, and it’s not realistic or reliable staffing to float nurses from unit to unit and call it a staffing plan. Unfortunately, disputes on safe staffing and nurse to patient ratios aren’t rectifying themselves. JNESO will continue documenting situations and sharing our knowledge on this crucial issue. As a union, we recognize how the impact of safe staffing can have on safety and quality of patient care.
2019 JNESO AWARDS
EDUCATION DAY: APRIL 3RD

JNESO PUBLIC SERVANT OF THE YEAR: PA. STATE REP. MAUREEN MADDEN

Rep. Madden has been a strong proponent of the PA House Bill 867 which addresses Nurse to Patient Ratios in Pennsylvania hospitals. The bill would fix the minimum ratio of patients to nurses to better correspond with the nature of the hospital unit to help improve patient safety. Rep. Madden also supports and is a co-sponsor of the Workplace Freedom Act which would ease and streamline the process of establishing a union.

JNESO SCHOLARSHIP AWARD RECIPIENT: AMANDA LYNN VERA OF BELLEVILLE, NJ

Amanda received the Barbara Crosby Memorial Scholarship, she is a senior at Oak Knoll School of the Holy Child and hopes to pursue a degree in Biomedical Engineering. Amanda is an honors student and volunteers at Saint Michael’s Medical Center where her mother is a critical care nurse and a JNESO member.

JNESO SCHOLARSHIP AWARD RECIPIENT: SAMANTHA MARTIN OF CANADENSIS, PA

Samantha is the recipient of the Laura King Memorial Scholarship, she is a senior at Evergreen Community Charter School and plans to study Chemical Engineering at either Penn State University or Rensselaer Polytechnic Institute. Samantha’s mother is a JNESO member and an ICU nurse at Lehigh Valley Hospital – Pocono.

JNESO SCHOLARSHIP AWARD RECIPIENT: NANCY RAUCH OF PINE HILL, NJ

Nancy is the recipient of the Virginia Spiegel Memorial Scholarship, she has been a nurse for 32 years at Virtua Hospital in Voorhees and plans to major in Paralegal Studies in Nursing at Rowan University. Nancy is a JNESO member and has been a strong union advocate especially regarding safe staffing issues. She believes that “Knowledge is Power” and plans to expand that knowledge through her studies at Rowan.
WORKPLACE VIOLENCE: ARE YOU SAFE?

By Karen May, JNESO’s Practice Director

Healthcare workers are four times more likely to become victims of serious workplace violence than employees in private industry, according to the Occupational Safety and Health Administration (OSHA), who also cited from 2002 to 2013, healthcare accounts for nearly as many serious violent injuries as all other industries combined. Approximately 75 percent of nearly 25,000 workplace assaults reported annually occurred in health care and social service settings. Nurses live with the daily threat of violence, especially in emergency rooms, psychiatric units, and critical care units. Numerous studies show violence against nurses is pervasive in the healthcare industry and on the rise.

- Patients account for 80% of serious violent incidents reported.
- 21% of registered nurses and nursing students reported being physically assaulted
- Over 50% report verbal abuse – within a 12-month period.
- 12% of emergency department nurses experienced physical violence – and 59% experienced verbal abuse – within a seven-day period.

Some of the main reported factors associated with violence in healthcare:

- Stressful conditions, like long wait times or not receiving medications
- Patients not feeling listened to
- Being given “bad news” or a poor prognosis
- Domestic disputes among patients and visitors
- Inadequate security and mental health security
- Understaffing, especially during meal times and visiting hours
- Staff working in isolation

Some employers have implemented enhanced safety measures in an effort to decrease the potential of workplace violence, including: Metal Detectors, Wireless Panic Buttons for Nurses, Officers in Plain Clothes, Extra Safety Cameras.

In addition to these safety measures, OSHA recommends the following:

- Avoid working alone, especially when dealing with patients that have a history of violence or those that are under the influence of drugs or alcohol.
- Keep escape routes open and clear, so nurses can leave the area quickly if a patient becomes violent.
- Invest in proper lighting throughout the work environment, including hallways and doorways.
- Restrict the public’s access to the emergency room or other treatment centers.
- Avoid understaffing, especially in high-risk areas like emergency rooms.

It is imperative that Nurses and Technicians become a VOICE FOR SAFETY in the facilities you work in. Know what, and if, your employer has implemented at your facility to address workplace violence.

- Make this an Agenda item at your Labor Management Meetings.
- If there is a Safety Committee at your facility, request to join or secure minutes regarding workplace violence measures.
- Speak about Workplace violence at Membership Meetings and educate our members as to the seriousness of this trend.
- Support State and Federal Legislation on workplace violence.
LVH-P RN ROADTRIP TO HARRISBURG

On May 6th, our LVH-P RNs did a road trip to Harrisburg to meet with legislators from counties surrounding East Stroudsburg to support House Bill 867 and the corresponding legislation in the senate, Senate Bill 450. After several hours of meetings with legislators, the day was capped-off by an event in the capitol rotunda. JNESO Board Member and Local Co-Chief Steward at LVH-Pocono, Annmarie Ruggiero provided rousing remarks thanking nurses and encouraging PA citizens and legislators to support safe staffing legislation.

The Pocono nurses showed how coming together with a common voice, armed with data and talking points can persuade legislators who may be on-the-fence regarding specific legislation for which they may not have a deeper understanding. The Pocono nurses plan to build on this momentum with visits to their legislator’s local offices and meet with those legislators unavailable on May 6th.

POLITICAL & LEGISLATIVE UPDATE

In New Jersey, all 80 members of the General Assembly are up for re-election this year. Before the unofficial kickoff to election season, the Legislature and Governor must pass a budget for the new fiscal year by June 30, 2019. As part of that process, the Governor has proposed a millionaire’s tax, and the Legislature has all but rejected that proposal. The Legislature and the Governor will negotiate over the next several weeks, and will work to develop a compromise by the end of the month.

At the same time, the Legislature’s efforts to legalize recreational marijuana have been paused due to a lack of support in the Senate. As a result, both the Governor and the Legislature are working to develop a regulatory and legislative framework to expand medicinal marijuana. Their shared goal is to expand the program in order to provide greater access and affordability for those patients who will benefit from its medical use. Legislation is moving in both Houses of the Legislature, and gubernatorial action on the issue is expected before the end of the budget process.

Finally, legislation was recently introduced to require that all employees of a healthcare facility receive the influenza vaccine. The legislation also requires that the healthcare facility offer the vaccine to employees. This legislation passed out of the Assembly Health Committee, and waits to be posted for a vote before the full Assembly. The bill has not yet moved in the Senate. JNESO has raised serious concerns regarding this legislation.
NEW TITLES & OTHER DUTIES: SUPER USERS/INFORMATICS LIASONS

By Yolanda Brewer
JNESO's Director of Labor Services

Technological progress has ushered in new Electronic Documentation Systems in the world of healthcare. These include EPIC, EMR, EHR, E-file Cabinet, and KRONOS - just to name a few. Implementing these new paperless systems requires transitioning from paper to a computer generated model to optimize patient care and existing documentation. Employers utilize computer programs to run every aspect of their business operation. As a result, this creates new positions and titles to facilitate the shift of going paperless, communicating with staff and other outside organizations.

Members are asked to volunteer for these new positions that do not currently exist in your contracts under titles like “SUPER-USERS” or INFORMATICS LIASONS. While in these roles; you take on additional duties and responsibilities above and beyond your day to day nursing or tech duties. The UNION has an obligation and therefore, should negotiate terms and conditions of these added duties during the education/training phase up to and including “going live.” Members should keep in mind the UNION’s role is to protect and negotiate in the best interest of the bargaining unit. We ensure that every member is aware of the opportunity to be a super-user, review the process for how someone is chosen, as well as the criteria. In doing so, we look at current CBA language, trends, changes in labor law, and changes in practice regulations. We ensure that your employer has prepared items such as coverage of patient care while you are training and back-filling positions to make certain members are not working short staffed. It’s the employer(s) time and their dime, it’s their new documentation system they require you to learn.

Other matters of concern include the type of training that is required and the number of hours. If travel is required, will you be compensated? Will training be done on your day off or after a full shift (i.e., 8, 10 or 12 hours)? Are you receiving additional pay for the added responsibility for then teaching someone else? It is expected that once you have learned the new system, your colleagues can then seek you out for help and assistance to understand how to navigate this new documentation system. Will these disruptions by your colleagues affect the standard of care for your patients?

It is commendable for you to want to help with training for you and your colleagues to learn the new Electronic Documentation System so the organization can become more proficient; however, keep in mind that you are an asset to the employer during this transition and therefore deserve to have your rights protected.
MEMBER SPOTLIGHT:
JUDITH COLBERT
NEWARK PUBLIC HEALTH

Judith Colbert began her career in nursing as a Registered Nurse 41 years ago. She spent the last 15 years as a contracted nurse at the Newark Department of Public Health (NPH). The Newark Department of Public Health provides the following services to the constituents of Newark: a pediatric clinic, an immunization clinic, adult practices, podiatry, sexually transmitted diseases and the childhood lead poisoning prevention program. Currently, she serves as the Local President at NPH and also served as Vice President.

When Judith first became active in the Union she noticed member participation was low. After becoming elected as Local President in 2011, Judith set out to meet with each member. Her goal was to educate her fellow members on the importance of being involved and how critical their participation is in creating a strong Union. Judith knew if members stood in unison to advocate for change the transformation would have an unmistakable impact.

Judith is a long-standing member of the People’s Organization for Progress and the National Black Nursing Association. She also annually participates in the City of Newark Breast Cancer Walk. These and other activities allow her to remain current in professional trends and the needs of the community that she serves. Judith demonstrates that leadership is a defined role; and it is also a characteristic of the individual’s interaction with others towards a shared goal.

Judith retired in December of 2018, she plans to train as a volunteer chaplain and travel. Judith, thank you for your wonderful attitude and caring voice advising members to adhere to their contract while simultaneously serving your community. Congratulations on a job well done and a retirement well deserved!
LOCAL UPDATES

ARBOR GLEN CARE:
CONGRATULATIONS ON RATIFICATION OF YOUR NEW THREE (3) YEAR CONTRACT! A Labor Management Meeting will be scheduled to address post negotiation issues. We are in the process of finalizing the draft contract to be signed by both the bargaining committee and management. Become more involved with your Union, become a union steward. We will soon hold Local Officer elections; we need your participation! For questions or concerns, please contact a Local Officer or the JNESO Office at (800) 292-0542.

ATLANTIC COUNTY PUBLIC HEALTH:
Your President, Deb Wilson could use a little Union muscle! Consider running for office or becoming a Shop Steward! The Meadowview unit needs representation in that building. It doesn’t require much time. Learn how to protect your license, protect your contract and protect yourself! We will soon do a Call for Nominations for Local Officer Elections, please consider becoming more active in your Union! If you have questions or other concerns please contact your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

BACHARACH INSTITUTE FOR REHABILITATION:
CONGRATULATIONS ON RATIFICATION OF YOUR NEW THREE (3) YEAR CONTRACT! Thank You to the Negotiating Team for all your hard work! At the May 8th Membership Meeting the following issues were addressed. We need to hold Local Officer Elections; Shop Stewards are needed now that members have retired from the renaissance unit, we need member participation to represent that unit at Labor Management Meetings. Do not use your cell phones for business purposes! You should not be communicating with doctors or management on your personal cell phone. Contact a Local Officer or your Labor Rep. Diane Grady if this continues, (800) 292-0542 x116 or dgrady@jneso.org.

BISHOP MCCARTHY RESIDENCE:
The Call for Nominations were closed at the end of the May 15th Membership Meetings. Information regarding elections will be mailed to your homes the end of June. Health Care open-enrollment begins in June, please make sure you sign up and ask questions regarding coverage options. Last year some members learned when they arrived for doctors/dental visits that they did not have coverage and their claims were denied. Prior to open-enrollment, the employer will provide information for you to make an informed decision on the type of coverage needed for you and your family. If you have any problems please contact the JNESO office immediately! For questions or concerns please contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

COMPASS DIETITIANS IS NOW SODEXO DIETITIANS AT NEW BRIDGE MEDICAL CENTER:
Sodexo Healthcare Services signed a three year contract to be the new food management company at New Bridge Medical Center. Sodexo extended offers of employment to current bargaining unit employees. Sodexo will like to negotiate language in the collective bargaining agreement. WE HAVE GIVEN SOME DATES FOR POTENTIAL MEETINGS WITH SODEXO MANAGEMENT. We will keep members informed moving forward. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@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.
ESSEX COUNTY HOSPITAL:
Membership Meetings were held June 19th. Contract negotiations continue. TIME & ATTENDANCE: Management is closely monitoring Time & Attendance issues and disciplining employees for any policy violations. FMLA: If you qualify for FMLA please be sure to apply for it! This law is to protect you, so that your time out for a qualified illness or family care cannot be used against you. To maintain confidentiality, FMLA applications should be done online, printed, sent or taken downtown to Newark to the Hall of Records. BENEFIT TIME: ECHC confirmed that benefit time in Kronos will differ from time on the PD20 because PD20 is a 1 (one) year snapshot while Kronos is current time. Check your accrued time and any concerns should be reported to HR. LGS: ECHC stated it will be changing from Kronos to the LGS system at the end of 2020 for time and attendance, payroll, and LOA’s. Currently LGS is used for payroll, you are encouraged to check LGS for accuracy. SHORT STAFFING: Please don't ever work alone! Patient safety and your Nursing License would be in jeopardy. If you accept an unsafe assignment YOU are responsible for everything that happens. Fill out the Short Staffing Form and check the box for Endorsement of Liability of the unit to your Supervisor who is on duty at the time, and who you reported the unsafe conditions to. Protect your patients, protect yourself! For questions or concerns, please contact a Local Officer or the JNESO Office at (800) 292-0542.

HOBOKEN UNIVERSITY MEDICAL CENTER:
Your next Membership Meeting is August 13th, additional details to follow. At the May 14th Membership Meeting many contract issues were discussed including the proposed change of uniform color by the management. The new contract allows this BUT must be implemented with proper notice. DO NOT USE YOUR PERSONAL CELL PHONE FOR BUSINESS PURPOSES. Under no circumstances should you use your personal cell phone to contact other floors, doctors, the lab, or any other areas. Management has been informed that this is not an acceptable policy to make sure doctors do not contact you on your cell phones. New contracts will be available the beginning of June, your Labor Rep. will visit the floors to hand them out. Elections will be held and your current officers urge you to consider running for office. For questions or concerns please contact your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

LEHIGH VALLEY HOSPITAL - POCONO
At the June 20th Membership Meetings, the following issues were discussed: Staffing & DOH Violations, Voluntary On-Call, BU Work, Workplace Violence, Policies. The following issues were discussed at the April Labor Management Meeting: CANCER CENTER DATA INPUT: EPIC should integrate current patient data. MD preference cards may require input. Data entry will not require weekend or mandatory overtime work. SDS DYSRHYTHMIA COURSE: LVH-P no longer has the resources to provide the Dysrhythmia Course on site. RNs who require this course must travel to Lehigh Valley to complete it. DOSAGE CALCULATIONS- ANTIBIOTICS: No antibiotic dose calculations will be done by an RN. The pharmacy will continue to provide MDs with appropriate dosages. Insulin carbohydrate counting is the best practice, not sliding scales. EPIC will have a calculator. RNs & MDs will be trained. However insulin dose is not RN dependent. SDS MEDICATION RECONCILIATION: RNs will only document electronically [no paper]. MD completes the official reconciliation. CHG WIPES: CHG baths done in the hospital, even for out-patients, is proven to be more effective. An RN or Tech can perform this work. MEASLES, MUMPS, MMR VACCINE: Several nurses will receive an email regarding measles immunity. Summer camps open soon; management is mitigating potential exposure. Infection Control and Employee Health are checking all employee records for immunity documentation. Management will send an email to RNs who were: tested and not immune and never screened for immunity. Management recommends you receive the vaccine, free of charge to all employees if you are not immune. If you are not sure your titer is on record, call Employee Health. JNESO has requested any RN may provide confirmation of immunity from their personal MD. VOLUNTARY ON-CALL BONUS: Management is requesting to return to the Negotiating Table. EPIC TRAINING: Transportation to the Mack Building in Lehigh Valley will be provided. Any RN driving their own vehicle will not be reimbursed for travel. Travel time will be counted as work time. RNs choosing to do training on their days off will be paid, including overtime if eligible. Go live is scheduled for October 1, 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.

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

MEADOW VIEW NURSING & RESPIRATORY CARE:
Your employer is in the process of doing audits to review your punch in/out times as well as your meal breaks. PLEASE TAKE YOUR BREAKS! Meal breaks are negotiated in the contract. More importantly, you need to keep yourself healthy and nourished during the work day. Missed meal breaks require entering into the electronic system that you did not take lunch. You must also inform management if you did not get your meal break. The employer by law is required to pay you. They are watching this time more closely now because they do not want to continue paying you. OVERTIME ADDS UP! If you cannot take your meal break due to short staffing, fill out a “Staffing Despite Object Form.” A Labor Management Meeting and the Practice Committee Meeting are scheduled for June 12, 2019. At these meetings, we will continue to address; assessments, patient documentation, EMAR and system slowdowns/lock-outs. We are also aware of the lack of supplies needed to provide sufficient patient care. If you are not getting the items needed to take care of residents please contact a Local Officer. For additional questions or concerns, contact your Labor Rep. Yolanda Brewer at (800) 292-0542 x 124 or ybrewer@jneso.org.

MERCER HOME HEALTH:
At the June 4th Membership Meeting the following topics were discussed: Bylaws, Elections, PTO Accrual, Short Staffing and Rebates. In addition to Membership Meetings, JNESO will conduct member outreach to address questions or concerns regarding your contract or staffing. When you receive notification of these member outreach sessions, please stop by to discuss with a union representative. Dates, times and locations for these sessions will be sent via email. Contact the JNESO Office if you are not receiving our email. Be aware that your employer can monitor your telephone, email and internet usage at work. 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 eosborne@jneso.org.

NEWARK PUBLIC HEALTH:
Your contract was ratified for the contract term: 01/01/16 - 12/31/18. We hope that Newark City Council will approve the agreement and back pay will be received in June. We will soon begin negotiations for your new contract for the term 01/01/19 - 12/31/21. LEAD CONCERNS are growing, case numbers for our members have increased exponentially. More lead nurses have been hired to assist with the increased patients admitted with lead based issues. Additional resources are required! JNESO has requested a meeting with the head of Health Dept. to see what can be done to meet the needs of the Newark population. 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:
A Membership Meeting was held June 5th. JNESO continues to demand unfilled positions be filled to alleviate short staffing concerns! Regular Labor Management meetings continue. The new contract was distributed at the February Membership Meeting, if you did not receive a copy of the new contract, contact a Local Officer. Increased hire-in rates for specific titles was voted on and went into effect for selected titles. 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:
The contract continues unchanged until further notice and pending our ongoing negotiations. Several areas of dispute during negotiations are proposed weekend rotations for the technical unit. EYE ON YOUR CONTRACT: ARTICLE 38, page 88: Protect the Non-Nursing/ Non-Technical clause of your contract. Contact a Local Officer immediately if your management requests you clean up vomit or feces. We will send notification of the rescheduled Membership Meeting for June. Please continue to report problems or grievances to a Local Officer. Remember to put in writing with management requests to carry-over any unused vacation time. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

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

SAINT MARY’S GENERAL HOSPITAL:
The target date to open the Behavioral Health Unit is October 1, 2019, no later than November 1, 2019 and will be located on the 6th floor. October 1, 2019 is also the target date for EPIC implementation and the new EMR medical records program, training will begin late summer. The hospital had outbreaks of scabies, measles and tuberculosis all within the past 2 months.

SMH RNS
Membership Meetings were held June 20th. The postpartum/nursery unit will be switching to a Mother/Baby -Couplet care. Training has begun and will continue until everyone is trained to handle both areas. Physical Updating of 6th floor which is where this unit will be housed is taking place now. Nurses should never perform non-nursing functions. VISITING HOURS HAVE CHANGED: Contact a Local Officer or your Labor Rep. if you feel this is affecting patient care delivery. Want to be in the KNOW before things happen? 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
As most people have heard the phrase, “See something, Say something.” The union can only grieve an issue if the timelines in the contract are followed. KNOW YOUR CONTRACT! If a term or condition of your contract is violated, a grievance must be filed in a timely fashion. Read your contract; become a shop steward to learn how to protect yourself and your fellow co-workers. If you or a co-worker needs information regarding Intermittent Family Leave, who it applies to, when it applies; please contact your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

VIRTUA HEALTH SYSTEM:
Your next Membership Meeting is Tuesday, June 25th at the Hampton Inn: 320 Route 73, Voorhees, NJ (7:30 AM, 12 Noon, 7:30 PM). Proposed policy revision to be presented to the Membership at the June 25th Membership Meetings. BUSINESS SESSION VOTE: 7:30 PM. The JNESO at Virtua Executive Committee has declared a Business Session of the Membership in accordance with the Uniform Chapter Bylaws of JNESO District Council 1, regarding scholarships. JNESO continues to work on short staffing issues as they arise! It is vital that members call the office and let us know what’s happening on your unit and shift. We are aware of problems with members returning from LOA’s and trying to log back into the system. Virtua is looking into a more efficient process to get members back on the schedule and back to work. If you are experiencing problems please contact a Local Officer or call the JNESO office. PHARMACY DISCREPENCIES: with high concerns regarding OPIOD medications, addictions and overdoses Virtua has taken an active approach to justify discrepancies with the pharmacy and the PIXIS medication system. If for some reason a discrepancy occurs during your shift or you have a problem getting in or out of the PIXIS to get meds for patients; follow-up with the pharmacy to make them aware. If asked to submit a follow-up statement about the discrepancy please let us know. For additional questions or concerns, contact a Local Officer or your Labor Reps. Yolanda Brewer (800) 292-0542 x 124 ybrewer@jneso.org or Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

VNA HEALTH GROUP:
Congratulations on ratification of the wage re-opener on May 20th. Members will receive their increases effective: April 1, 2019. This was not an easy wage negotiations and your committee always has your best interest in mind. We will begin preparing for the complete Collective Bargaining Agreement negotiations for 2020 in the next coming months. Please remain vigilant in following the terms and conditions of your current contract. If you have any questions or concerns, please reach out to a Local Officer. Labor Management Meetings will resume to discuss hospice and homecare. 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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...and much more!