JNESO has Members who work and live on the frontline of the lead crisis in Newark. For years our nurses at the Newark’s Department of Health have provided lead screenings to children to mitigate the effects of lead poisoning. As older structures in Newark have been torn-down or retro-fitted, residents were exposed to lead through lead-based paints or lead contaminated dust and soil. Infants and young children are particularly at risk because the physical and behavior effects occur at lower exposure levels in children than in adults. Children exposed to lead at high levels also may inhibit mental and emotional development.

Recently, the City of Newark and NJ Department of Health found elevated levels of lead in drinking water in homes and buildings in certain areas of the city. Lead in the drinking water is caused by old lead pipes (expand?). Residents in affected areas were provided water filters for their faucets to purify their drinking water. Recently it was determined water filters distributed by the city were not removing or reducing lead to levels acceptable by the Environmental Protection Agency (EPA). Newark residents living in affected areas were told to discontinue using tap water for drinking and cooking. Residents were forced to use bottled water for drinking and consumption.

The Lead Crisis in Newark has led to an influx of people getting blood screenings at the Newark Department of Health. The spike in the numbers of people affected by this crisis has increased as has our members’ case-loads.

Our members not only work in Newark but also live in the Brick City. At work, they care for their patients and manage their caseloads; some of whom return home to affected residences and communities.

JNESO has joined federal, state and local government agencies as well as community and non-profit organizations to collect and distribute water to residents affected by lead-contaminated drinking water. On September 7th, JNESO members and staff distributed bottled water to residents at the Paradise Baptist Church in Newark.

The solutions are far-reaching and will require substantial investment and time to complete. In the meantime, JNESO will be there to educate Newark’s residents and our members about the dangers of lead.

Blessings!

JNESO Community Organizer, Thurese Calhoun (left), JNESO Board Member and JNESO @ VNAHG Local Vice-President, Jennifer Henning (center) and JNESO Board President and JNESO @ SMMC Local President, Elfrieda Johnson (right) distributed water to Newark residents.
As we head into the fall months and an important election season, I am pleased to share the endorsements of the JNESO Board of Directors for the New Jersey State legislature in this edition of our Newsletter (see endorsements on opposing page). This year, the Assembly is at the top of ticket - with all 80 members of the New Jersey General Assembly up for election or re-election.

Each year, the Board surveys legislatures to determine candidates’ positions on topics important to our members. This year’s survey solicited feedback on safe staffing ratios, hospital inspections and collective bargaining rights. We asked questions that impact the day-to-day important work you do in delivering healthcare to your patients.

We had a terrific response to the survey and many candidates shared their views on the importance of supporting legislation that protects our members as well as the patients you serve. For example, Assembly Bill 1470, which is still pending, seeks to address the issue of safe staffing ratios for nurses by setting limits on the number of patients that can be in any one nurse’s care. By supporting candidates who are in favor of such legislation, we strengthen our ability to be heard in Trenton and throughout the State.

While we provide recommendations, we also respect our members’ personal political views and endorsements are shared to provide information on those candidates who have voiced their willingness to support issues important to JNESO. Most importantly, we encourage all of our members to get out and Vote! The ballot box does not discriminate, but the results can greatly influence the direction of our country, state, and the communities where we live and work.

Please contact our office should you be interested in additional information on any of the endorsed candidates. Thank you for the important work you do and for carefully considering the recommendations from JNESO’s Board of Directors.

New Jersey Political & Legislative Update

The Democrats maintain a large majority in New Jersey in both houses, and are looking to potentially pick up additional seats throughout the state. Specifically, the 8th Legislative District in Burlington County, the 21st Legislative District in Union County, and the 25th Legislative District in Morris County. These races are expected to be close, and in a low-turnout year like this one, ever vote really matters. We hope you will vote on Tuesday, November 5th!

Pennsylvania Political & Legislative Update

JNESO has been fiercely advocating in support of legislation that would establish safe patient limits, hospital unit staffing plans, transparencies, committees, along with providing additional protections for nurses. The Senate version – Senate bill 450 – currently waits to be posted for a vote in the Health and Human Services Committee. The House version – House bill 867 – similarly waits to be posted for a vote in the House Health Committee. JNESO has been working diligently to educate members of the Legislature on the importance of passing these critical bills.
## JNESO 2019 NEW JERSEY LEGISLATIVE ENDORSEMENTS

### DISTRICT 1
- Senate: Bob Andrzejczak*
- Assembly: R. Bruce Land*
  - Matthew W. Milam*

### DISTRICT 2
- John Armato*
- Vince Mazzeo*

### DISTRICT 3
- John J. Burzichelli*
- Adam Taliaferro*

### DISTRICT 4
- Paul D. Moriarty*+
- Gabriela M. Mosquera*^*

### DISTRICT 5
- William Spearman*
- William F. Moen

### DISTRICT 6
- Louis D. Greenwald*
- Pamela R. Lampitt*

### DISTRICT 7
- Carol Murphy*^*
- Herb Conaway*

### DISTRICT 8
- Gina LaPlaca
- Mark Natale

### DISTRICT 10
- Eileen Della Volle

### DISTRICT 11
- Eric Houghtaling*+^*
- Joann Downey*

### DISTRICT 14
- Wayne P. DeAngelo*+^*
- Daniel R. Benson*^*

### DISTRICT 15
- Anthony Verrelli*+
- Verlina Reynolds-Jackson*^*

### DISTRICT 16
- Roy Freiman*
- Andrew Zwicker*^*

### DISTRICT 17
- Joseph V. Egan*+
- Joe Danielsen*

### DISTRICT 18
- Nancy Pinkin*
- Robert Karabinchak*

### DISTRICT 19
- Yvonne Lopez*
- Craig Coughlin*

### DISTRICT 20
- Annette Quijano*
- Jamel C. Holley*

### DISTRICT 21
- James J. Kennedy*
- Linda Carter*^*

### DISTRICT 22
- Lisa Bhimani
- Darcy Draeger

### DISTRICT 25
- John F. McKeon*
- Mila M. Jasey*^*

### DISTRICT 26
- Cleopatra G. Tucker*
- Ralph Caputo*

### DISTRICT 28
- Shanique Davis-Speight*
- Eliana Pintor Marin*

### DISTRICT 29
- Nicholas A. Chiaravalloti*
- Angela V. McKnight*^*

### DISTRICT 30
- Andrew Zwicker*^*
- Pedro Mejia*

### DISTRICT 31
- Angela M. Jimenez*^*
- Annette Chaparro*

### DISTRICT 32
- Raj Mukherji*
- Britnee Timberlake*

### DISTRICT 33
- Shavonda Sumter*
- Benjie E. Wimberly*

### DISTRICT 34
- Thomas P. Giblin*+^*
- Gary S. Schaer*

### DISTRICT 35
- Gordon M. Johnson*
- Valerie Vainieri Huttle*^*

### DISTRICT 36
- P. Christopher Tully*
- Lisa Swain*

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* Incumbent  
+ Labor Candidate  
^ A1470/S989 Sponsor/Co-Sponsor

A1470/S989: Establishes minimum registered professional nurse staffing standards for hospitals and ambulatory surgery facilities and certain DHS facilities.
A nurse's first and most important obligation to the patient is to keep the patient safe at all times. All nurses must ensure that the well-being of each patient is their highest priority. If a nurse falls short of expected obligations, she/he may be charged with negligence.

The American Nurses Association (ANA) upholds that RNs—based on their professional and ethical responsibilities—have the professional right to accept, reject or object in writing to any patient assignment that puts patients or themselves at serious risk for harm.

The professional obligations of the registered nurse to safeguard patients are grounded in the Nursing’s Social Policy Statement (ANA, 2003), Code of Ethics for Nurses with Interpretive Statements (ANA, 2001b), Nursing: Scope and Standards of Practice (ANA, 2004), state laws, and rules and regulations governing nursing practice.

The Code of Ethics for Nurses with Interpretive Statements provides a foundation for why the RN must have a means of objecting to patient assignments that are considered to be unsafe. Provisions #3, & #4, within The Code speak to the accountability and responsibility of the RN to provide optimum patient care:

• Provision 3 recognizes the responsibility of the RN to “implement and maintain standards of professional nursing practice.”

• Provision 4 notes that the RN is “accountable for judgments made and actions taken in the course of nursing practice, irrespective of a health care organizations' policies or providers’ directives.”

Registered nurses are professionally and ethically obligated to advocate for their patients and themselves by voicing any concerns about patient assignments. Short Staffing/Assignment Despite Objection Forms, provide a mechanism for accepting a patient assignment while expressing—in writing—objection and concern about the safety of that assignment.

There are multiple reasons why a RN may file a complaint at any time during the shift including, but not limited to:

• Floating—where the nurse is not adequately prepared,

• Fatigue—especially under conditions of mandatory overtime,

• Lack of sufficient orientation,

• Inadequate staffing for patient acuity,

• Inappropriate skill mix,

• Assignment poses a serious threat to the health and safety of the staff,

• New patients were transferred or admitted to the unit without adequate staff,

• Lack of unit resources: equipment/supplies, technology, transporters, or other disruptions in the care environment (construction, etc.).

The most important action to remember is—to Notify your Nurse Manager/Supervisor immediately of any objection to a patient assignment that puts patients or yourself at serious risk for harm. If a remedy is not provided, complete the Short Staffing/Assignment Despite Objection Form and give it to the Nurse Manager/Supervisor. A copy should also be sent to your Local Officers.

JNESO Celebrates
Respiratory Care Week:
October 20 - 26th
Teresa O’Malley: LVH-P Surgical Nurse and Cancer Survivor

Teresa worked as a Recovery Room RN at Pocono Medical Center, now Lehigh Valley Health –Pocono for 25 years. In the fall of 2017, as the Pocono nurses were sitting down to begin contract negotiations, little did anyone know Teresa was dealing with her own battle, during a routine mammogram a tumor was revealed.

“They found my cancer using a routine screening and were able to spot my small tumor from one year to the next.”

She immediately turned to the breast cancer team at the Dale and Frances Hughes Cancer Center, part of the Lehigh Valley Health Network located directly across the street from her workplace at LVH–Pocono. The team concluded that the favorable characteristics of the cancer made her an ideal candidate for a breast conserving surgery. A lumpectomy was done within the week, and although the tumor was small and hard to reach, the surgery was a success. Teresa went on to say, “While I’m in the health care business, I’m not a cancer specialist. I had to trust my team of physicians and nurses. That provided a lot of insight into how the patients I care for feel during their time of need.”

She began hormonal therapy in November 2017. Teresa underwent a 4-week course of radiation treatment, completing treatment in December. During this time, she continued to support colleagues, patients and continued to act as a critical member of the negotiation team attending contract bargaining sessions throughout her treatment.

Teresa feels fortunate for her cancer to be diagnosed so early, and urges women to get their annual mammogram done. Her early diagnosis allowed her to put things into perspective and remain positive throughout her journey, counting each day as a gift.

Teresa continues to actively advocate for nurses and patient safety issues. This past May, she joined her fellow LVH-P nurses on their trip to Harrisburg to petition Pennsylvania Legislators to support safe nurse-patient staffing legislation. On the Saturday of Labor Day weekend, Teresa worked the JNESO tent at Stroudfest collecting signatures and educating the public on the need to support Safe Staffing legislation!

Teresa, your colleagues and all of us at JNESO thank you for your strong voice and for your advocacy for nurses and patient safety issues!

JNESO Leadership Training

Wednesday, November 13th (10:00 AM - 4:00 PM)

North Jersey Location TBD

Lunch will be served

Learn how recent NLRB decisions effect our Membership. Union orientation & Leadership tools to strengthen our Locals.

Contact a Local Officer or call the JNESO Office (800) 292-0542 to attend.
JNESO Convention 2020
Save-the-Date: April 21st - 24th, 2020
Caesar's Hotel & Casino: Atlantic City,
Earn Continuing Education Units (CEUs),
Network with Members from other JNESO Locals, and Have Fun!

Scholarships
$1000 Each!!!
Scholarship Applications are available online at: jneso.org
It’s that time again! Apply for your chance to win a scholarship to help with your education! Open to Members, spouses and their children!
Deadline for applications is: March 2, 2020
Scholarships to be awarded: JNESO Convention April 23, 2020 at the Caesar’s Hotel & Casino Atlantic City, NJ

VIRGINIA SPIEGEL SCHOLARSHIP for JNESO members advancing education in healthcare

BARBARA CROSBY SCHOLARSHIP for JNESO member’s spouse or child’s education in healthcare

LAURA KING SCHOLARSHIP for JNESO members and their immediate family in any field of higher education

VIRGINIA C. TREACY SCHOLARSHIP for union members, spouse or children in Labor Studies

www.JNESO.org
HEALTH CARE OPEN ENROLLMENT

The Open Enrollment period for the upcoming 2020 calendar year allows members to make informed decisions regarding their healthcare coverage and cost. Comparing healthcare coverage and cost are an important decision that can sometimes be overwhelming. Please make sure your health coverage supports where you are in life. Every year plans change, perhaps your healthcare requirements changed too. Your facility may require you to sign a waiver (if you elect no insurance), re-enroll (even if you are already enrolled) or require you to provide verification information for spouses and/or dependents when enrolling for health insurance. Please contact your HR department and make sure your health insurance elections (or waivers) are up-to-date!

As a Labor Union we believe in providing our members information so they can continue delivering extraordinary service to those patients that need them. This is why we request a Summary of Benefits and Coverage (SBC) from all employers. Members are ensured access to standard information so they can compare medical plans. The SBC is an easy-to-read summary that allows you to make comparisons of costs and coverage between plans. You’ll get the SBC when you shop for coverage on your own, through your job, or renew or change coverage. Members may also request a (SBC) from the health insurance company.

JNESO verifies that your employer’s SBC is compliant with Collective Bargaining Agreement language and that your employer provide a review of Health Care Benefits and Cost to each member. Your JNESO Labor Representative annually meets with your employer to discuss any changes to your Summary of Benefits and Coverage and that your employer provides information on options for single/employee & spouse/employee and children/family coverage.

FLU VACCINATIONS

Each of the health care facilities at which our members work have different requirements regarding flu vaccinations (exemptions) or requirements for health care workers who elect not to receive a flu vaccination. Although JNESO strongly recommends our members receive a yearly flu vaccination –we do not agree that health care facilities require our members get a flu vaccination! Be sure to review and adhere to the FLU VACCINATION POLICY AT YOUR FACILITY! If your facility requires a religious or medical exemption, please adhere to the deadline for submitting any exemptions. Failure to get a flu vaccination or providing an exemption by facility deadlines may result in removal from the schedule and or disciplinary action.

If you have any questions regarding your Health Care Open Enrollment, Summary of Benefits and Coverage (SBC) or Flu Vaccination requirements, please contact your JNESO Labor Representative.

JNESO Celebrates the International Day of Radiology: November 8th
LOCAL UPDATES

ARBOR GLEN CARE:
In the absence of the DON, supervisor or unit manager; the name & contact information of the Clinician-In-Charge will be available to answer any clinical questions. Donna Troast was nominated, accepted, and is duly elected as Local Vice President as there was no opposition. CALL FOR NOMINATIONS WILL BE HELD ONCE AGAIN for the positions of President and Secretary/Treasurer. Keep an eye out for your new contract. 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 is on October 22nd, (4:00 – 5:00) PM at the Health Department. CALL FOR NOMINATIONS FOR LOCAL OFFICER ELECTIONS WILL BE HELD FOR THE FOLLOWING OPEN POSITIONS: PRESIDENT, VICE-PRESIDENT, TREASURER, SECRETARY & CHIEF STEWARD. Please consider running or nominating someone for one of these elected Local Officer positions! 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:
Your next Membership Meetings are on October 29th, additional details to follow. UNIFORMS: Beginning 01/01/20, new navy uniforms are required. If you haven’t submitted receipts for uniforms, please do so. MALPRACTICE INSURANCE: ALL NURSES SHOULD CARRY MALPRACTICE INSURANCE. Go to nso.com (Nurses Service Organization) to get a quote. SHORT STAFFING is not just about nurses. We have seen other positions understaffed such as food servers, PCAs and sitters. Short Staffing in these other positions directly affects patient care. Report requests for supplies (Bed Alarms). We bring these and all your concerns to monthly Labor Management Meetings; please notify a Local Officer or your Labor Rep. Diane Grady (800) 292-0542 x116 or dgrady@jneso.org.

BISHOP MCCARTHY RESIDENCE:
Your next Membership Meetings are on November 13th, additional details to follow. Know your Weingarten rights!! When meeting with management regarding a potential discipline, request a Union Steward or your Labor Rep. attend the meeting! ONCE YOU SHOW-UP FOR WORK, YOU CANNOT BE CANCELLED! Nurses pulled off their unit to cover another unit should be rotated through the building to be fair to all staff. If you are one minute late for work, it is an occurrence, so be on time! SIGN-UP TO REQUEST OFF FOR THE 2020 HOLIDAYS: January 15 – February 15, 2020. Requests for time-off will be posted by March 15, 2020 for the entire year. ANNUAL HOLIDAY SIGN-UP: JNESO nurses will sign up for those holidays that they are requesting off for the entire year. The nurses that are selected to have off for the holidays will be chosen by seniority rotation. This means holidays will be rotated from the most senior nurse to the less senior nurse to ensure that every nurse that has continued employment at Bishop McCarthy Center will have the ability to have every holiday off. For questions or concerns please contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

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

JNESO Members & Staff Marched in the 28th Annual "Celebration of Labor" Parade, September 6th in Newark
ESSEX COUNTY HOSPITAL:
CONGRATULATIONS ON RATIFICATION OF YOUR NEW TWO (2) YEAR CONTRACT! HEALTH BENEFITS OPEN ENROLLMENT: October 1st – 31st, see the Essex County Memorandum for more information. NURSE PRACTICE COMMITTEE [Article 39] to begin soon. If interested in participating contact Ozcan Coban, Vice President. CLOCKING IN/OUT: RNs have raised concerns about removing the KRONOS clock from the Lobby and the delays incurred through Security initiatives. This issue will be addressed at our next Labor Management Meeting. Please contact a Local Officer with any concerns. ANNUAL EVALUATION: Please read before signing in order to address any discrepancies. HOLIDAY PARTY COMMITTEE: Volunteers needed, if interested please contact Andrea Allen, Secretary. For questions or concerns, please contact the JNESO Office: (800) 292-0543.

HOBOKEN UNIVERSITY MEDICAL CENTER:
Your next Membership Meetings are on November 12th, additional details to follow. Nominations for Local Officers were received. The following nominated members accepted the positions and are duly elected as there was no opposition: Alvadia Ortiz: President, Florine Jones: Treasurer, Sheryl Deverteuil-Alexis: Secretary. We will once again hold nominations for Vice President and Chief Steward, please consider running for these open positions or nominate a member in good standing! UNIFORMS: Please notify a Local Officer or your Labor Rep. if you were not fitted for new NAVY uniforms. If you hear of any rumors of daily operations changes –WE WANT TO KNOW! Please contact your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

LEHIGH VALLEY HOSPITAL - POCONO:
Your next Membership Meeting are on December 3rd, (8:00 AM, 10:00 AM, 5:00 PM & 8:00 PM) at the Innovation Center (3rd floor), 562 Independence Road, East Stroudsburg. The following issues were addressed at the September 12th Membership Meetings. TELE-MONITORING: The DOH cited LVH-P for the lack of continuous tele-monitors on CVT and PCU. Concerns were raised regarding the updated policy, specifically, real-time rhythm-strip documentation, and the regulatory training differences in non-RN tele-monitors as it impacts RN liability. PTO BUY-BACK & CARRY-OVER: Please make sure you start using your accrued time and pay attention to the decreases in pay-out and carry-over so you don’t lose any time or money. VOLUNTARY ON-CALL: The membership has ratified the Voluntary On-Call Program into the CBA. A Memorandum of Agreement (MOA) is being drafted for execution, and the effective date of implementation will be provided by LVH-P soon. FRIENDS OF NURSING AWARDS: The membership has ratified their inclusion in LVHN’s Friends of Nursing Award Program. EPIC: The EPIC training did not include an area specific for Psychiatric documentation. This issue will be raised at our next Labor Management Meeting. The network educator for any EPIC questions may be reached at: Gavin Weber (484) 884-0247. REIMBURSEMENT FORMS: Looking for reimbursement forms? Go to LVHN Online-Click on the big E-click on LV Intranet-click on Forms. 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.

JNESO Celebrated National Surgical Technologists Week:
September 18th – 24th!

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.
LOCAL UPDATES

MEADOW VIEW NURSING & RESPIRATORY CARE IS NOW CEDAR GROVE NURSING:
Your next General Membership Meetings are November 18th, the 4:30 meeting will be an Important Business Meeting, additional details to follow. If you are not receiving JNESO emails, please contact us to verify your email address so we can get you important information as we head into Contract Negotiations. AN EMERGENCY MEMBERSHIP MEETING WAS HELD SEPTEMBER 23RD to discuss the new ownership and upcoming Contract Negotiations. Atlas has assumed full ownership of the facility. If you have not done so, please take the Union survey so we know your top concerns as we negotiate the terms & conditions of employment with the new employer. NOW MORE THAN EVER WE NEED YOU TO REMAIN INVOLVED AS WE FIGHT FOR YOU! For additional questions or concerns, contact your Labor Rep. Yolanda Brewer at (800) 292-0542 x 124 or ybrewer@jneso.org.

MERCER HOME HEALTH CARE:
Your next Membership Meeting is on November 5th, additional details to follow. KEEP TRACK OF ALL YOUR TIME REGARDING PATIENT VISITS AND DOCUMENTATION! HOURS OF WORK: include when working from home, all calls that are related to care and scheduling of patients. Your day begins when you arrive to your first patient’s home and leave your last patient’s home as well as time to complete all documentation on the road and at home. Completing your documentation on the same day of the patient visit will more accurately verify your hours of work for that day. OVERTIME: ARTICLE 28 SALARY AND PER DIEM RATES Section 3 (of your contract) Overtime will be paid at time and one-half after forty (40) hours per week. All overtime worked shall be with the prior approval of supervision. For questions or concerns or to get a copy of your contract, contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

NEWARK PUBLIC HEALTH:
Your next Membership Meeting is on December 18th, additional details to follow. LEAD CONCERNS CONTINUE! Although additional RNs have been hired, caseloads have increased exponentially. Several arbitrations are pending as well as outstanding charges with PERC. We will keep you informed regarding these and seek your input as we prepare for cases to be scheduled and heard. All current members should have received any retroactive payments that were due to them over the past month. JNESO has requested information as to what your payment breakdown is; for additional information, please contact your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

NEW BRIDGE MEDICAL CENTER TECHS:
Your next Membership Meeting is on December 2nd, additional details to follow. JNESO CONTINUES TO DEMAND POSITIONS TO BE FILLED TO ALLEVIATE SHORT STAFFING CONCERNS! Many people have been hired, but retention is an issue. We need stewards! LOCAL ELECTIONS will be held to fill vacant positions to help your hard-working and dedicated President and Chief Steward! 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:
CONGRATULATIONS ON RATIFICATION OF YOUR NEW THREE (3) YEAR CONTRACT! A SPECIAL THANK YOU TO THE NEGOTIATIONS COMMITTEE FOR ALL OF YOUR HARD WORK! THANK YOU TO EVERYONE WHO CAME OUT TO VOTE! Your next Membership Meeting and Holiday Party is December 11th, additional details to follow. OPEN ENROLLMENT: As discussed at Ratification, we are compiling a form to gather information for your medical coverage. REMEMBER TO BRING IN PROPER DOCUMENTATION WHEN MEETING WITH THE BENEFITS SPECIALISTS, (ie, school information, continuing medical treatment information). If you have any concerns with the new plan option, please contact your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.
ST. MARY’S GENERAL HOSPITAL:
Thank you Dorothy LejaJSki (Skelly) Best Wishes on your Retirement! Skelly served many years as the SMH RN Local Treasurer and as a JNESO Board Member. Good luck in Retirement Skelly and thank you for your years of service to the Union.

SMH RNS:
Your next Membership Meetings are on November 13th, additional details to follow. Convention Attendance April 21-24, 2020: Everyone is encouraged to attend Convention, please remember to request-off as early as four months prior. The Local Executive Committee will approve members most active in the Union to be delegates as well as pay for attendance at Convention. Please attend the November 13th Membership Meeting or contact a Local Officer for any questions or concerns. Contract Negotiations 2020: Local President Pam Tavarone and Labor Rep. Diane Grady plan to do floor visits to discuss your issues as we head into Contract Negotiations. Be on the look-out for Contract Negotiation Surveys in the New Year. For questions or concerns, please contact your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

SMH TECHS:
Your next Membership Meeting is on November 4th, additional details to follow. Contract Negotiations 2020: Be on the look-out for Contract Negotiation Surveys in the New Year. We Need Stewards! Local Officer Elections: Be on the look-out for Call for Nominations information to be mailed to your homes in mid-November. For other issues or concerns, please contact a Local Officer or your Labor Rep. Diane Grady at (800) 292-0542 x116 or dgrady@jneso.org.

SODEXO DIETITIANS:
A negotiations session with management was held October 9th. Many important items still need to be addressed. Please bring issues or concerns to your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

VIRTUA HEALTH SYSTEM:
Your next Membership Meetings are on December 17th, additional details to follow. Vacation PTO has been unjustly denied! Submit requests for prime-time Vacation PTO in 2020: (June 15 - September 15) for week 1 and week 2 shall be submitted in writing by January 31, 2020. You must put in the request for both weeks. If by March 1, 2020 you are denied for any part or all of your request-off, provide proof of your request and denial to a Local Officer or your Labor Rep. no later than May 5, 2020. Patients left in hallways on a unit is an incident report and a short staffing concern. Submit a Short Staffing Form to protect your patients and your licenses. New USP 800 Mandatory Education (to be completed by 11/30/19) Annual Competency (to be completed by 11/30/19) Flu Vaccinations or exemption (to be completed by 11/30/19) 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:
Your next Membership Meeting is on November 13th, additional details to follow. Open Enrollment: (October 7th -25th) Please make sure you review your elections and make any changes at this time. Sale to Bayada is on the minds of all the members. We have assurance from management that it is business as usual, and we will be negotiating the first quarter of 2020, the successor to our current contract. We will be meeting with all those members effected in the grant programs and FQHC to discuss negotiations concerns and proposals over the next two weeks. 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.
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...and much more!