



# The Voice of Healthcare Professionals

WITH JNESO OUR MEMBERS ARE NEVER ALONE

## VIOLENCE IN HEALTHCARE: PREVENTION & PROTECTION

As healthcare professionals, we have all experienced our share of unpleasant patients or unfavorable exchanges with family members. Our psych nurses and ED staff can attest to this as they have seen far more incidents of verbal abuse or physical altercations in their workplace environments. Incidents of serious workplace violence are four times more common in healthcare than in private industry on average, according to data from the Occupational Safety and Health Administration. OSHA counts serious workplace violence as incidents requiring days off.

JNESO regularly files complaints with OSHA on behalf of our members for incidents of violence or unsafe working conditions. JNESO is also active in both Trenton and Harrisburg, supporting legislation to strengthen penalties for violence against health care workers. As we lobby for legislation that will support you, members must be knowledgeable about your employer's policies and procedures regarding safety at your workplace.

Each of our Collective Bargaining Agreements contains articles regarding Health & Safety; this contractual language is important for two reasons:

First, it provides a platform for member participation at Safety Committee meetings. You are on the frontlines delivering safe patient care. You are the eyes and ears for your patients. Your Collective Bargaining Agreement provides a safety mechanism in which your employer maintains a safe working environment for you to provide safe patient care.

Second, and more importantly, the Health & Safety language written into your Collective Bargaining Agreement provides the terms and conditions regarding Health & Safety at your facility. When there is a Health & Safety violation, a Local Officer or your Labor Rep can file a grievance citing the unsafe working condition, holding your employer in direct violation of your Collective Bargaining Agreement.

The JNESO Board of Directors thought this topic was so important; the theme for this year's Convention is "Violence in Healthcare: Prevention & Protection." The seminars offered at Convention will concentrate on efforts to reduce the instances of violence in your work environment and best practices to protect you. Consider attending Convention this year in Atlantic City, April 21st – 24th, speak with a Local Officer on how you can attend. Please, participate in the Safety Committees at each of your facilities and when you see violations, contact a Local Officer or your JNESO Labor Representative. We hope to see you at Convention.

Blessings!

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



# PROTECTING OURSELVES MEANS MORE THAN JUST OUR CONTRACTS

DOUG PLACA, JNESO'S EXECUTIVE DIRECTOR



The National Safety Council reports that millions of American workers report having been victims of workplace violence, and certain industries, including healthcare professionals, are more prone to experiencing violence in the workplace than other industries. This violence comes in various forms and can include verbal abuse, physical assaults, or psychological trauma to name a few. Any such abuse is unacceptable and should be reported immediately to your supervisor or security. A priority of this year's JNESO Convention will be to provide members with tools needed to prevent and protect one another from such violence. Too often, appropriate redress doesn't take place to remedy acts of violence. As physical violence escalates very quickly, we all must be aware of our surroundings and look out for one another.

Legislation in New Jersey and Pennsylvania was passed to protect employees in the workplace:

On December 17, 2007, The New Jersey Legislature addressed these concerns by enacting the "Violence Prevention in Health Care Facilities Act" (A-3027/S-1761). Governor Corzine signed it into law on January 3, 2008. The law directs health care facilities in New Jersey, including general and specialty hospitals, nursing homes, State and county psychiatric hospitals, and State developmental centers, to create programs to combat physical violence or credible threats of violence against employees. Within six (6) months, each facility must establish a violence prevention committee. At least 50% of the members shall be direct patient care workers and the rest persons experienced in violence prevention. Within 18 months, each facility was to develop and maintain a detailed, written violence prevention plan.

Pennsylvania's General Safety Law requires that all employers provide a workplace that is safe for employees. Employers have a legal obligation to adopt policies and processes that are reasonably adequate to ensure that the workplace remains safe.

JNESO takes the safety of our healthcare professionals very seriously. Our collective bargaining agreements include language that addresses a safe working environment. Please refer to the JNESO website to review the language included in your specific contract. Safety committees should be established at each facility to review policies that affect the safety of their employees. If your facility does not have a committee, please bring it to our attention. JNESO understands the challenges of delivering safe patient care while simultaneously dealing with families during a difficult time. But our members should never have to go to work worrying about their physical safety and wellbeing.

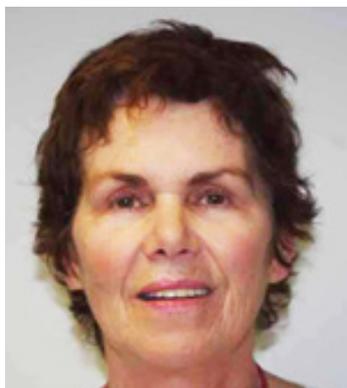
JNESO stands by our members to protect their contracts, themselves, and one another. We look forward to addressing this important topic at Convention.

We hope to see you there!

***Keep an eye-out for ballots for Board of Director Elections!***

## MEMBER SPOTLIGHT: DEBORAH WILSON

### ATLANTIC COUNTY PUBLIC HEALTH



When Deborah Wilson (Deb) graduated high school, she always knew she wanted to be a nurse. Upon earning her BSN from the University of Bridgeport in Connecticut, her first job was at a VA hospital in Boston. After a few tough winters in Boston, she moved to New York City, where she worked in the ER in a prominent hospital. Eventually, her husband took a job with the FAA in South Jersey –where they ultimately settled. Deb transitioned from the ER to home health – hospice. Working in the Emergency Room left her with many memorable experiences, but looking back, she found working as a home hospice nurse to be the most rewarding.

While in South Jersey, Deb transitioned once again to Atlantic County Public Health. She has spent the last 15 years as a Charge Nurse working in the Women’s Clinic, providing services to those less fortunate to have good medical insurance, and in some cases, no medical insurance at all. Deb found working in a public health setting to be equally rewarding working in clinics, schools and responding to outbreaks in the community. Working in a community setting kept her interested and involved but also afforded her piece of mind, rarely bringing work home, she found that aspect of nursing to be PRICELESS!

Atlantic County Public Health was the first nursing position in which Deb worked within a Collective Bargaining Unit. Twelve years ago, Deb stepped up to run for Local President when the previous president retired. She has served as Local President at Atlantic County Public Health ever since. Upon responding to the request to participate in this article, Deb stated, “It’s important to have a Union to protect the benefits we have fought so hard for. The Union provides the tools to protect our patients and better protect ourselves.”

Deb retired at the end of January this year. She plans to spend more time with her daughters, who are split between Boston, New York City, and Philadelphia; she also looks forward to spending more time with her gorgeous granddaughter! If she can convince her husband to let her join the Peace Corps, she would continue to give back, but thus far, she is resigned to traveling more and visiting family and friends on her more relaxed schedule.

Deb, JNESO congratulates you on a retirement well deserved, and thank you for your dedicated years of service to your members and the Union!

# MAINTAINING A SAFE WORK ENVIRONMENT

## YOLANDA BREWER, DIRECTOR OF LABOR SERVICES



Under the Occupational Safety & Health (OSH) law, employers have a responsibility to provide a safe workplace. A full list of key employer responsibilities is listed on OSHA's website (Google search the previous sentence). A healthcare workplace includes a second tier of hazards due to patients who may react with violence in any department due to risks such as:

- Substance abuse
- Post-anesthesia effects
- Confusion during treatment or other care
- Fear and frustration
- Mental health conditions or crisis

### REDUCE RISK, CREATE AWARENESS

Education and awareness can prevent or reduce physical or verbal violence. Facility administrators and managers must be aware of high-risk situations and prepare by addressing these issues. Actions [the employer] can take to reduce the risk of violence include:

- **ENCOURAGE** healthcare workers to report verbal or physical abuse. Gathering this data can assist in identifying areas and situations that carry an increased risk of violence.
- **SET STANDARDS** to implement a zero-tolerance policy that reinforces that violence is not a part of a health care setting. Develop policies and procedures regarding the appropriate code of conduct for patients and staff.
- **EDUCATE** and train healthcare workers to recognize dangerous situations. Help staff identify the warning signs of increasing patient anxiety, such as pacing or tense body language.
- **IDENTIFY** and address how to safely provide care in situations when staff are at an increased risk of injury. Examples of these situations include when physically close to a patient or while performing uncomfortable procedures.
- **ASSESS** the environment and strive to promote safety. Provide comfortable areas for the patient and family. Remove items that could be used as weapons, maintain adequate lighting, and assist staff in identifying all available exits to use during a crisis.
- **PROVIDE** clear communication to patients about what to expect regarding their care or treatment and work to reduce extended wait times.
- **ALERT STAFF** of patients with a history of violence.
- **MAINTAIN** adequate staffing. Remember that a hectic pace, fatigue, and long hours can result in decreased awareness even for seasoned staff. Strive for proper staffing of high-risk areas and potentially volatile situations.

Always remember to report Health & Safety incidents to a supervisor as well as a Local Officer or your Labor Representative!

# WORKPLACE VIOLENCE: ARE YOU SAFE?

## KAREN MAY, JNESO'S DIRECTOR OF PRACTICE



Nurses and Technicians live with the daily threat of violence, especially in emergency rooms, psychiatric units, and critical care units. OSHA cited from 2002 to 2013, healthcare accounts for nearly as many serious violent injuries as all other industries combined. Numerous studies show violence against nurses is pervasive in the healthcare industry and on the rise.

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

Many employers have implemented enhanced safety measures in an effort to decrease the potential of workplace violence, including: metal detectors, wireless panic buttons, plain clothes officers and additional safety cameras. In addition to these safety measures, OSHA recommends the following:

- **Avoid working alone,**
- **Keep escape routes open,**
- **Invest in proper lighting in 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.**

Know what (and if) your Employer has implemented to address workplace violence by attending JNESO's Convention in April. More information below.

## **JNESO 2020 CONVENTION**

*Caesar's Hotel & Casino: Atlantic City*

**April 21st - 24th**

### **Violence in Healthcare: Prevention & Protection**

#### **Convention Program Topics**

- **Management of Aggressive Behavior Introduction Basic Training [MOAB Certification]**
- **NJ Homeland Security: Workplace Violence in the Healthcare Setting & Preventative Actions**
- **OSHA Regulation Overview**
- **The Joint Commission Resource Group: Review of Hospital Safety Plans**
- **NJ RAMP & PA PNAP: Reporting Obligations**

The above activities to be submitted to the Montana Nurses Association (MNA) for approval to award contact hours. MNA is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.

\*\*\* Continuing Education Credits to be determined and confirmed at a later date \*\*\*

## WELCOME NEW LABOR REPRESENTATIVE IGNAZIO AMODIO



Ignazio worked as the Director of Labor Relations at Allied Building Products, East Rutherford, NJ for the past 15 years. Where he served as first chair and handled all investigations into grievances and arbitrations. He looks forward to applying his 20 + years of experience in Labor Relations to JNESO and all the members he will be asked to represent. Ignazio also comes with union background experience where he helped organize Robert Wood Johnson Hospital New Brunswick, NJ and was the Assistant Director of Public Employees for Teamsters Local 97.

Ignazio graduated from Rutgers University earning a degree in Labor Studies and Employee Relations. He currently resides in Toms River, NJ with boys Pietro (11) and Niko (8).

Outside of work Ignazio volunteers for the Toms River Little League where he sits on the Board and coaches both his boy's baseball teams. He also works hard to better his golf game.

Welcome Ignazio!

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## POLITICAL & LEGISLATIVE UPDATE

### ***New Jersey***

January 14th marked the end of the 2018-2019 legislative session, and on January 15th Governor Murphy delivered his "State of the State Address." The 2020-2021 legislative session has officially commenced, and legislators have begun reintroducing the bills that were not passed in the last session.

Among the top health care priorities in the Legislature is a bill that would remove the religious exemption for childhood vaccinations. According to public health officials, the number of unvaccinated children has increased in recent years, making the state vulnerable to an infectious disease outbreak. Opponents of the bill have been vocal with their concerns, arguing that parents should have the right to decide whether or not to vaccinate their children. An attempt to pass the bill in the previous session failed, and legislative leadership has indicated that another attempt would be made in the new session.

The Governor is scheduled to deliver his Fiscal Year 2021 budget address on Tuesday, February 25th, during which he will outline additional priorities for the new session.

### ***Pennsylvania***

The 2020 state legislative races are already beginning in Pennsylvania, with all 203 seats in the House and half of the 50-members Senate up for election this year. Fifteen state representatives – including the speaker of the House – have announced that they would not run for another term in the Legislature. This clears the way for several newcomers who hope to win in these open seats this year.

Candidates have begun to circulate nominating petitions to get on the April 28th primary ballot, kicking off what is expected to be influenced by the Presidential race taking place at the same time.

## LVH-POCONO RNS PRESENT A \$1000 DONATION TO MONROE COUNTY MEALS ON WHEELS

On Friday, January 17th, our JNESO RNs at Lehigh Valley Hospital -Pocono presented a \$1000 donation to the Monroe County Meals on Wheels.

Our LVH-P RNs participate in many community activities, such as Stroudfest and Community 5Ks, educating the public on the importance of SAFE STAFFING and how critical it is to saving lives. We also annually donate to other organizations that provide services to strengthen our community and promote public health initiatives.

“Caring for our community’s health & well-being goes far beyond the walls of the hospital and our patients,” stated Mona Hartle, LVH-P Local President.

Monroe County Meals on Wheels provides an important service to home-bound people so they may remain safe and independent including: superior nutritional support, daily human connection, and other supportive services. Another unique service provides pet care for clients needing assistance to feed their 24/7 animal companions. This service is provided through direct donations.



(Picture caption from left to right) Karen May, JNESO LVH-P Labor Representative; Heidi Fareri, Monroe County Meals on Wheels Executive Director; Mona Hartle, LVH-P Local President; Michele Blizzard, LVH-P Local Secretary

In support of the Center of Disease Control (CDC) Healthy People 2020 objectives, one of the leading health indicators is nutrition. LVH-P RNs are pleased to donate to Meals-On-Wheels of Monroe County to help achieve this initiative.

We’ve invited a Monroe County Meals on Wheels representative to speak at the March 18th LVH-Pocono Membership Meetings. If you would like more information on how you could volunteer call the Monroe County Meals on Wheels at: (570) 424-8794.

## **STEWARD TRAINING: NORTH JERSEY** **WEDNESDAY, MARCH 18th**

**Steward Training will teach you how to:**  
**Enforce your Contract,**  
**Protect your License,**  
**and Protect Yourself!**

**Join us for this informative session to discuss important issues.**

**If you are interested, speak with a Local Officer or call the JNESO office at (800) 292-0542.**

# LOCAL UPDATES

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

## **ARBOR GLEN CARE:**

**New contracts are in! Contact a Local Officer or call the JNESO Office for a copy of your new contract! CALL FOR NOMINATIONS WILL BE HELD ONCE AGAIN** for the positions of President and Secretary/Treasurer. Keep an eye out for Membership Meeting Announcements. For questions or concerns, please contact a Local Officer or the JNESO Office at (800) 292-0542.

## **ATLANTIC COUNTY PUBLIC HEALTH:**

Congratulations to duly elected Officers: President: Janice LoPane, Vice President: Gail Toy, Secretary: Maria Richards, Treasurer: Rex Palawar, Chief Steward: Cynthia Eberding. **PROFESSIONAL PRACTICE ADVISORY COUNCIL:** We're looking to startup this committee, if interested in participating contact Local Officer. **PRIMETIME VACATION:** Between June 15 and September 1 must be submitted by April 15th. Requests submitted after April 15 shall be approved or disapproved on a first come first served basis and not by seniority, and be responded to within 30 days. For questions or concerns please contact the JNESO Office (800) 292-0542.

## **BACHARACH INSTITUTE FOR REHABILITATION:**

**PTO/ESL** (Article 16, Sec. 8 page 36): Employees requesting PTO (scheduled or unscheduled) for a purpose specified under the Act should designate NJESL on their request. If the employee fails to designate NJESL, your employer will designate where applicable. **CALL FOR NOMINATIONS** for Local Officer elections will take place in March. Wondering what it takes to be an officer or what the job requires? Your current Local Officers will have handouts with the list of duties and answers questions about their actual day to day union work. **PTO:** time off may be requested up to 6 months in advance but no less than 5 days in advance. Have you gone 6 months with perfect attendance; please check that your ESL day (1) has been converted to PTO day (1) – JAN 1st to June 30th /July 1st to Dec 31st. Employed longer than 10 years then the conversion is 2 ESL to 2 PTO. For questions or concerns please contact the JNESO Office (800) 292-0542.

## **BISHOP MCCARTHY RESIDENCE:**

**2020 General Membership Meetings: March 18th, May 20th, Sept 16th, & November 18th.** A Call for Nominations for Vice President and Chief Steward will be held at the March 18th Membership Meeting. **2020 HOLIDAY SIGN-UP SHEET** will remain posted until February 28th: Remember to sign-up for THE HOLIDAYS YOU ARE REQUESTING OFF! Documentation is essential in your care. If you did not document it, it was not done. Frequent call outs prevents your vacation. If you do not have enough PTO bank when your vacation is scheduled, you will be denied off. Consider requesting time off several months in advance. Remember management has 14 days to approve or deny your vacation and if denied you have time to grieve. Call for Nomination ballots will be in your mailbox by the end of February. Remember to cast your vote. For questions or concerns please contact a Local Officer or your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

## **CEDAR GROVE NURSING:**

**2020 Membership Meetings: February 18th, May 18th, August 17th, & November 16th.** With the start of the 2020 calendar year and the probationary period completed with the new employer, your Local Officers are fighting harder than ever to address members' issues and concerns with management. The Union and management will be back at the bargaining table over the next month or so fighting for your rights, equal pay and a fair contract. In the meantime, please bring your concerns to your Local Leadership. **EYE ON YOUR CONTRACT ARTICLE 31 JOB VACANCIES/POSTING A:** All vacant positions within the bargaining unit will be posted on the Employer's Bulletin Board for a minimum of ten (10) days or until filled, including weekends and holidays. All such posted positions with date of posting will be sent to the President of the Union at the time of the posting. **B:** All persons who believe they are qualified, and who are interested in the opening are encouraged to contact the DON/Department Head, and complete a request for transfer form. To become more involved with the Union and learn more about your union rights, contact your Labor Representative Yolanda Brewer at (800) 292-0542 x 124 or ybrewer@jneso.org.

# LOCAL UPDATES

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

## **ESSEX COUNTY HOSPITAL:**

**Your next Membership Meeting is March 11th**, mark your calendar! **CONTRACT UPDATE:** Your JNESO contract for 2018-2019 was approved by the Essex Board of Freeholders on December 11th, 2019! Calculations for pay increments, retro & overtime pay are underway. **WAGE & BENEFIT ACCRUALS:** Please make sure to check your paystubs and review your benefit accruals and wage rates for accuracy. If you believe there is a discrepancy, please contact the Payroll Department and notify a Local Officer. We are now entering new negotiations for 2020! **NURSE PRACTICE COMMITTEE:** The following RNs have agreed to serve on the Nurse Practice Committee: Ozcan Coban, Linda Palma, Elizabeth Bongiovanni, Sandy Corby, Mona Joseph, and Carline Alexandre. Many THANKS for participating! If you have any nursing practice issues you believe need to be addressed to improve nursing practice and patient care, please contact one of the above members. **VACATION REQUESTS:** Don't forget, summer vacation requests from May 1st to September 30th must be made in writing by March 15, 2020! See Article 9, Section 2 of your contract. Approval is governed by seniority. For questions or concerns, please contact a Local Officer with any concerns or the JNESO Office (800) 292-0543.

## **HOBOKEN UNIVERSITY MEDICAL CENTER:**

**PROFESSIONAL NURSING COMMITTEE:** (Article 8, page 12) & Staffing Committee (Article 49, page 79) is to encourage constructive discussion of matters related to professional nursing practice. If interested reach out to a Local Officer. **RULES & REGULATIONS:** (Article 14, page 22) New rules and policies and modifications of existing rules and policies ("Changes") that materially affect mandatory subjects of bargaining, please bring to JNESO's attention. **FACILITY SALE:** The Unions that represent healthcare workers at both HUMC and Christ are in the process of setting up a meeting with the principals of CarePoint to ascertain their intention to sell the Hospitals. At this time, nothing changes with respect to your work responsibilities, benefit accruals, wages, etc. JNESO will continue to keep you updated as to what is happening. For questions or concerns please contact the JNESO Office (800) 292-0542.

## **LEHIGH VALLEY HOSPITAL -POCONO:**

**Your next Membership Meeting is March 18th (8:00 AM, 10:00 AM, 5:00 PM & 8:00 PM) at the INNOVATION CENTER (3rd floor).** An important vote for Local Officers will be held. **VACATION REQUESTS:** PTO requests made after February 5th for June 1st through May 31st are approved on a first-come basis. You should receive a written response from your Nurse Manager within 30 days of your written request [Article 13.3.b] **POLICIES:** Not all LVHN policies & procedures are Pocono policies! Please check your LVH-Pocono policies to be sure you are following the correct policies & procedures. **PULLING:** Agency gets pulled 1st [Article 12.7] Please contact a Local Officer if you are pulled before an Agency RN. **MEALS-ON-WHEELS DONATION:** On January 17th, our RNs presented a \$1000 donation to the Monroe County Meals on Wheels. A Monroe County Meals on Wheels representative will speak at our March 18th Membership Meetings. If you have any pet food [even open bags!] or supplies you would like to donate, please bring it to our March 18th Membership Meeting! If you would like more information on how you could volunteer call the Monroe County Meals on Wheels at: (570) 424-8794. **VOLUNTARY ON-CALL BONUS: Not all on-call siffs are eligible for the bonus!** You need to ask when you sign-up by phone and take note who you are talking with. **Management decides what on-call shifts will get the bonus money.** If you sign up in advance, the bonus shifts should be clearly marked on the available shifts sheet. If you are asked to work on-call ask if it is a bonus shift before answering. 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

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

### **MERCER HOME HEALTH CARE:**

**2020 Membership Meetings: March 10th, June 9th, September 10th (Call for Nominations) & November 10th. Contract Negotiations will begin December 2020!** Negotiations is the time to change the contract, please consider being part of the negotiations team. Remember to document your incidental (non-visit) time. **NURSE PRACTICE COUNCIL:** members are needed to address nurse practice issues. If you are not receiving our email or did not get a copy of your new contract, contact your Labor Rep. Ellena Osborne at (800) 292-0542 x119 eosborne@jneso.org.

### **NEWARK PUBLIC HEALTH:**

**Your next Membership Meeting is March 18th. ARBITRATION WIN:** Members are no longer scheduled for Saturday work. No council meetings, management is too busy believing that they are the be all to end all decisions. **LEAD ARBITRATION:** we have an agreement to schedule a meeting to discuss and negotiate workloads, at this time we are pushing for negotiations and the City is pushing back saying they do not have the ability to negotiate. We will soon file a PERC charge for refusal to Bargain. If called into a meeting with management, invoke your Weingarten rights if you feel the meeting may be disciplinary! 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 MEDICAL CENTER TECHS:**

Your next Membership Meeting is March 2nd. Make sure that you submit vacation requests by March 1st. **LABOR MANAGEMENT MEETINGS** will soon resume, bring any issues you have to a Local Officer. Contact a Local Officer for any issues you feel may be a violation of your contract! Document staffing issues, protect your certifications and licenses! For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

### **SAINT MARY'S RNS:**

**NURSING PRACTICE COMMITTEE:** is a vital component of your contract (ARTICLE 5, PAGE 8) and for patient advocacy. If you want to consider participating on the Nursing Practice Committee, contact a Local Officer. Meetings will be held bi-monthly. **CONTRACT NEGOTIATIONS 2020:** Contract Negotiation surveys will go out in March. **PRIMETIME VACATION:** Designated as June 15 through September 15. The Employer shall post a primetime vacation selection sheet no later than March 1. The list will be taken down by March 31 and a final vacation schedule will be posted by the Hospital by April 30. Employees, who do not sign the primetime vacation selection sheet by March 31, must submit, in writing, their request which will be handled on a first come, first serve basis. **PERFECT ATTENDANCE BONUS** (Article 22, Sec. 6 page 37): Full-time employees who have a perfect attendance record for the entire calendar year (January 1 through December 31) shall receive \$400.00 for such perfect attendance. Members must fill out the Perfect Attendance form and hand to their manager. **SICK LEAVE** (Article 22, Sec. 4 page 37): Employees who are unable to report to work due to illness or injury must notify the Nursing Officer as far in advance as possible but at least two hours before the start of any shift unless there is an emergency situation. For questions or concerns please contact the JNESO Office (800) 292-0542.

### **SMH TECHS:**

**CONTRACT NEGOTIATIONS 2020:** Contract Negotiation surveys will go out in March. **PRIMETIME VACATION:** (Article 18, Sec. 3. page 26): Designated as June 15 through September 15. The Employer shall post a primetime vacation selection sheet no later than March 1. The list will be taken down by March 31 and a final vacation schedule will be posted by the Hospital by April 30. Employees, who do not sign the primetime vacation selection sheet by March 31, must submit, in writing, their request which will be handled on a first come, first serve basis. **QUARTERLY PERFECT ATTENDANCE BONUS** (Article 20, Sec. 11 page 34): If an employee does not use any sick time they will receive \$100.00 per quarter stipend. Payment will be made in the following month after the quarter. Members must fill out the Perfect Attendance form and hand to their manager every quarter. **FMLA:** Utilize this federal benefit for certain family members or medical reasons when unable to attend work due to health conditions. **GRIEVANCE WON** regarding Preceptor Pay. For questions or concerns please contact the JNESO Office (800) 292-0542.

# LOCAL UPDATES

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

## **SAINT MICHAEL'S MEDICAL CENTER:**

**Your next Membership Meetings are February 19th.**

A special welcome to our new Sleep Lab Techs who voted to become JNESO members! **PROFESSIONAL NURSING PRACTITIONER COMMITTEE AND TECHNICAL DEPARTMENTAL COMMITTEE** (ARTICLE 8, PAGE 17) contact your Labor Rep. Meredith Larson to participate! We are working to set up dates to address deferred items from negotiations. Check the bulletin board outside the JNESO Office for Union member outreach. If you have any issues regarding medical insurance, please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

## **SODEXO DIETITIANS:**

**CONTRACT NEGOTIATIONS:** we have met several times with SODEXO Management, our next meeting is scheduled for February 27th, we hope to have an agreement at that time. Members have received all items that are open for review and comment. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

## **VNA HEALTH GROUP:**

**EYE ON YOUR CONTRACT: HOURS OF WORK: OVERTIME, NIGHT CLINICS, WEEKEND AND HOLIDAY CALLS:** Weekend Rotation Section 5: (pages 9 - 10). Each nurse shall submit a quarterly request in writing with weekend work availability to her/his immediate supervisor on/or before the third Monday of February. The employee shall have a response to weekend availability requests within five (5) working days of contract due date of the request. Weekend rotation shall be assigned by seniority. **CONTRACT NEGOTIATIONS:** We hope to begin negotiations next month, concerns remain regarding health benefits and hope an agreement can be in-place before the sale to BAYADA is completed. For questions or concerns please contact a Local Officer or your Labor Rep. Meredith Larson at (800) 292-0542 x115 or mlarson@jneso.org.

## **VIRTUA HEALTH SYSTEM:**

**2020 GENERAL MEMBERSHIP MEETINGS: March 31st, June 23rd, September 29th (Call for Nominations), & December 15th.** The Transition/Reorganization of Virtua Units arbitration is in the process of being resolved. If you are looking for a different position, and have been denied an interview, immediately contact your JNESO Labor Rep. **PRIMETIME VACATION REQUESTS:** must be approved, in writing, by March 1, 2020. If your requests were not approved, please contact a Local Officer or your Labor Reps. **CHARGE NURSE (REMINDER)** Have you been instructed to flex staff on your unit when the census is low? If so, please contact a Local Officer or the JNESO office. It is the employer's responsibility to manage staffing of your fellow colleagues! Hold the employer accountable for addressing (dealing with, handling) staffing needs. **FLOAT NURSES:** ARTICLE 44 (page 99 of your contract) Effective May 6, 2018 Virtua may establish full-time, part-time and Per Diem float positions, to be assigned to work within the following appropriate float blocks: Maternal Child Health (Labor & Delivery, HROB, Mother Baby), Med/Surg & PCU, Critical Care (ICU & PCU), Emergency (including Peds ED), NICU/Peds/PICU, Surgical Services (SPA, PACU, IR, Endo, Cath Lab and PAT); and OR & Endo. Congratulations to our new Corresponding Secretary and Steward for Home Care Rebecca Naphys. For other questions or concerns, please 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.

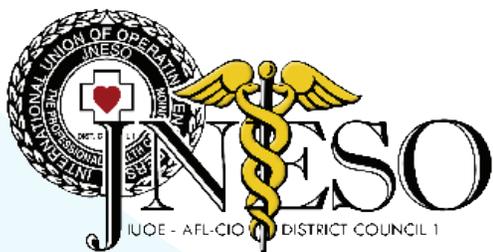
**DO NOT GO INTO A MEETING  
WITH MANAGEMENT WITHOUT  
UNION REPRESENTATION!**

**Be sure to bring a Union  
representative if you feel you are  
called into a meeting that  
could be disciplinary.**



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...and much more!