



THE INFORMER

January 2020

Initially, this message was to be from Pat Mills and was to be an announcement that she would step down from the Presidency of the HHNA on February 1, 2020 because of chronic health problems that recently worsened. However, that was not to be. Pat Mills passed away on Tuesday, December 10th at the age of 71.

In her lifetime Pat was a wife, mother, grandmother, sister and aunt. To her co-workers she was a friend and to union members she was an ally who worked tirelessly on their behalf.

Pat started to work at Huntington Hospital approximately thirty years ago. She was supportive of the campaign to unionize all nurses at the hospital in 1988 and was one of the first to know we would not be going on strike at 7am when she saw, from a third floor window, the negotiating team triumphantly leave the "old building" at 6am where the union's first contract was successfully negotiated. Her interest in the union grew; she attended quarterly meetings, participated in conferences to learn about the union movement and brought the information back to her unit as a unit representative.

Then she was elected Treasurer, a job she held until she became President. Pat maintained meticulous financial records and safeguarded the union's finances for the short term, as well as, the long term. As a Board member she participated in all union functions: pre-grievance meetings, grievance meetings, arbitrations, negotiations and gained invaluable knowledge along the way.

Pat was elected to the office of HHNA President in 1998. In this role she also initiated and coordinated contact with the union's law firm, other unions and related organizations. For most of the time she was on the union's Board of Directors Pat also worked full-time. Pat's work ethic was invaluable as was her breadth of knowledge.

The following was to be part of Pat's resignation message to members in this newsletter: "I've appreciated the support of our members and other Board members with whom I have served through the years and have found serving on the Board of Directors to be professionally and personally satisfying. While I will no longer be a HHNA officer, I will support the union's mission whenever possible."

Jo Ann Pirro, who has been on the Board for twelve years and who is currently the union's Treasurer, will assume the office of President until May 2021 when the next election of Board members is scheduled; It was incorrectly stated in the October newsletter that Board elections would be May 2020. Jane Hubert, who is currently Second VP, will become Treasurer when a candidate for Second VP is chosen. Members should give serious thought to filling this position. You would have the support of experienced officers to guide you. Speak with a Board member prior to the January quarterly meetings or at the quarterly meetings to be considered for the position.

~ THE INFORMER Staff

BLS, Pals and ACLS

by Jo Ann Pirro, RN – President/Treasurer

Be aware that it is your professional obligation to keep these certifications up to date. Every nurse in the hospital has to have a current BLS certification. If you don't have it because you let it lapse, you can't work. It is not your manager's responsibility to keep track of this. It's your professional obligation to keep track of it on your own.

If Joint Commission comes and pulls your employment file and you don't have a current BLS I assure you that not only won't you be able to work, in addition, the hospital will be fined. If you work in an area that requires ACLS and/or PALS, you also must keep these certifications current.

For your own benefit keep your BLS, PALS and ACLS up to date.

Nurstoons

by Carl Elbing



Do you do Volunteer, Community or Medical Mission Work?

by Jane Hubert, RN – Second VP

Nursing Administration will apply for our fifth Magnet Award in April 2020. They have asked us to reach out to any members of the HHNA who have been doing volunteer, community or medical mission work.

Please contact Donna Tanzi, Director of Nursing Education and Professional Development, at 631-351-4159 or e-mail at dtanzi@northwell.edu to tell her about your work to be considered for inclusion in the hospital's Magnet application.

Dates to Remember:

- | | | | |
|------|------------------------------|------|----------------------------------|
| 1/14 | Quarterly Meetings | 3/10 | Unit representative dinner - TBA |
| 2/6 | Council on Nursing Practice* | 4/2 | Council on Nursing Practice* |
| 3/5 | Council on Nursing Practice* | 4/14 | Quarterly Meetings |

Breakfast, lunch or dinner will be available at all meetings.

** The Council on Nursing Practice will meet in Gillies 1 and 2 at noon*

Keep Your Options for Health Services Open

by Joan Aliperti, RN – Secretary

Choosing a health insurance plan can be complicated. The hospital offers union members several options. Knowing just a few things before you compare plans can make it simpler in deciding which plan is best for you and your family. There are different categories of health insurance plans with different deductibles and co-payments.

The health insurance plan the Union has negotiated for, United Healthcare POS and EPO, allows you to use almost any doctor or health care facility. The hospital provided insurance, Northwell Health Value and Buy-up Plan limits your choice of providers to Northwell physicians or charges you more if you use providers outside the network. The hospital plan is relatively inexpensive, if you do four wellness-pledges.

I chose the Union insurance for me and my family and I'm very happy that I did. My husband was diagnosed with lymphoma a few years ago and just recently has had to start treatment for his illness. He has used a Northwell physician as his primary care doctor for years, but when his blood counts and pet scan showed he would be needing intervention his Northwell doctor actually recommended a doctor at Memorial Sloan Kettering Cancer Center. Our insurance allowed us to go to Sloan. It was great knowing we had that option and we didn't have to worry about the financial aspect during such a stressful time.

Before you decide on a health care plan, take a look at the doctors you are currently using and those you would want to care for you if it became necessary. Are they with Northwell or are they in other groups, such as, Mount Sinai Doctors Long Island/North Shore Medical Group or NYU Langone/Huntington Medical Group? Will you ever need to go to Sloan, St. Francis, The Hospital for Special Surgery or anyplace else for treatment? It's really nice to have options!

To know even one life has breathed easier because you have lived, that is to have succeeded.

~ Ralph Waldo Emerson (1803-1882), poet, essayist, philosopher

POSITION POSTINGS

by Lisa Quintero, RN – First VP

Every Thursday, all available positions are posted on the hospital website, which is accessible from the HHNA website, all unit based union bulletin boards and those located outside of the cafeteria.

All new postings will remain in-house for one week. If, after one week, there are no applicants the position will then be made available to applicants outside the hospital. If more than one nurse applies for the same position and all have the same requisite qualifications, certifications and

satisfactory work record, the position will then be granted on bargaining unit seniority. Please be aware that the hospital seriously takes into consideration the satisfactory work record requirement. Available positions have been lost due to documented unsatisfactory work records.

If you are interested in changing positions or shifts, it is your responsibility to monitor the postings. Don't expect your nurse managers or assistant nurse managers to notify you of any newly available positions.

Nominate a Co-worker for a **WOW** Award

by Joan Aliperti, RN – Secretary

Recognition for work well done shouldn't be solely left up to managers. Peer-to-peer recognition ensures that your co-workers know you appreciate and value their hard work. If you notice a co-worker going out of their way for other staff members or patients and their families, fill out a WOW award form and submit it. It just may be next month's winner! Submitting the award form helps spread the word about your awesome co-worker. Management will be made aware of this special person which will give her/him even more recognition. First place receives 20,000 recognition points that equals \$100.

Knowing you're doing a great job is one thing, hearing it from your boss is another, but hearing it from a co-worker has a different meaning. Public recognition is also a great way to inspire and motivate the rest of the team while rewarding one employee for a job well done.

MEDICAL DICTIONARY FOR HEALTH CARE

BONEHEADSorthopedists
BUZZER JUNKIE.a patient who uses the call bell all night long for no good reason
FLUTTERING EYE SIGNpatient faking consciousness
FULL MOON.a full or overcrowded waiting room in ED
HALLUCINOMAa mass seen on an x-ray or scan that wasn't really there
HAMMERa local anesthetic
LEECHESthose who take blood samples
TOUGH STICKa patient whose veins are difficult to find when drawing blood
VIPa very intoxicated person

Resignation or Retirement Notification

by Jane Hubert, RN – Second VP

As per our contract, a member whose employment is terminated by resignation or retirement is required to give the employer four weeks' written notice to be eligible for payment of full terminal benefits which are: accrued, but unpaid, vacation days, holidays, personal days, fifty per-cent of the value of all sick days accumulated that are in excess of fifty days.

In the event that the member gives less than four weeks' written notice the member will forfeit such terminal benefits pro rata, to the extent such notice is deficient.

If a member calls in sick during this four week period, a doctor's note must be provided or the time sick won't be paid.

You know you're a nurse if

you know what a "hat" is.

you replace words with medical abbreviations during conversations with family and friends.

you believe in the aerial spraying of Prozac.

you believe that saying, "It can't get any worse," causes it to get worse just to show you it can.

you've ever wanted to reply, "Yes", when someone calls the ER and asks, "Is my (husband, wife, mother, etc.) there?"

you believe you've had patients who were demonically possessed.

you always win the "who worked the hardest today" game.

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**"I use so much alcohol-based hand sanitizer,
my hands had to join a 12-step program!"**

Editorial by Marion Catanzaro, RN

After working without a contract since April 2019 twenty-two hundred nurses at the University of Chicago Medical Center began what was supposed to be a twenty-four hour strike on Friday, September 20, 2019. However, the hospital had difficulty finding replacement nurses because of nurses' strikes at other hospitals and could only hire replacements for a minimum of five days. Nurses were striking that same day in Tucson, Arizona; Hialeah and Lauderdale Lakes, Florida; Joshua Tree, Los Angeles, Modesto, Palm Springs, San Luis Obispo, San Ramos, Templeton and Turlock, California. The planned twenty-four hour strike became a five day strike.

Negotiations continued without progress and another "one day" strike was planned for November 26th. The sticking points for the nurses were inadequate staffing and the absence of nurse/patient ratios. Management, of course, said staffing levels were fine, ratios weren't necessary and that their sticking point was incentive pay which is given for working beyond a certain number of hours a week. A few days before the strike began an agreement was reached that was satisfactory to both sides according to news stories, although I'm unable to find specifics of the agreement online.

What I find interesting is the number of nursing strikes occurring at the same time. It seems that because nurses are in short supply they no longer fear going on strike since they are not easily replaced. However, being in short supply forces nurses to care for too many patients at one time leading them to go on strike for safe nurse/patient ratios which is currently as important a demand during negotiations as health care benefits and salary; even in California that already has nurse/patient ratios and where they seek to improve on what they already have.

This is an extremely complex problem, but it is encouraging to know nurses all over the United States are striving to correct it through collective bargaining in an atmosphere that is becoming more favorable. The New York State nurse/patient ratio bill seems to be stuck in the state legislature; hopefully, we'll see some movement in 2020.

We'd like members to let us know what you would like us to write about in the newsletter. Send us any questions regarding the union and your work environment and/or experiences. We'd also like to know about innovative changes in your department so they can be shared with everyone, including patients who look to their nurses to let them know what their experience will be when they have to go to another department. You can always speak with a unit representative or a Board member, but it might be easier to email me at mcmcrkc@optonline.net.





HHNA Quarterly Meeting Tuesday, January 14, 2020

Meetings will be held at the following times:

7:30 am - Gillies 3

12 noon - Sammis

1:00 pm - Sammis

7:30 pm - Gillies 1 & 2

Breakfast, Lunch and Dinner will be available.

Please remember: in order to be a member in good standing, FT/PT employees must attend 2 quarterly meetings a year and Per Diems must attend 1 quarterly meeting a year.



Visit the HHNA website at HHNA Nurses.org