



THE INFORMER

January 2015

PRESIDENT'S MESSAGE

by Pat Mills, RN

I'm sure you're all aware that our contract expires on September 30th of this year. The HHNA Board of Directors is concerned about how the take over by North Shore LIJ will impact our negotiations.

With this in mind, the Board of Directors would like to form a Service Agreement with the nurses' union at Lenox Hill hospital, the duration of which would be two years. At the end of that time we will evaluate the agreement and decide to continue our agreement, end our agreement or become affiliates with Lenox Hill.

Just a little history: our organization was modeled after Lenox Hill's union. Our founders originally met with Lenox Hill on several occasions to discuss how they organized and ran their union which was about five years old when we were organizing. Lenox Hill was initially represented by 1199 for one contract and after that decided to decertify and become independent because their nurses were not pleased with how their interests were being represented by 1199.

In addition to a service liaison with Lenox Hill we also feel it would be in our organization's best interest to join a larger organization of nurses called the NorthEast Nurses Association (NENA) which is comprised of nurses in Massachusetts, Pennsylvania and New York.

As we approach these negotiations we need to take a stronger, more organized approach which would include Media coverage, robo calls, text alerts and emails to keep everyone informed of the status during the meetings. We need to have a united front during this time.

To unite with these organizations we will have to increase our dues and initiation fees.

As per our Constitution and By Laws this is a formal notice of a vote to be taken at all Quarterly meetings on January 13th the result of which will be posted on the union website: HHNANurses.org. The by-laws call for a minimum of 50 members voting and in order for a measure to pass we must have a 2/3 majority.

(continued on the next page)

The items to be voted on are:

- a. forming a Service Agreement with the nurses' union at Lenox Hill hospital.
- b. joining the NorthEast Nurses Association.
- c. increasing the initiation fee to \$360.00, for new members only, to be paid in increments of \$60.00 a month for 6 months.
- d. increasing dues from 0.56% of base salary which they are now to 0.76% of base salary. Even with this increase we will still be markedly below the numbers that NYSNA and 1199 members are presently paying.
- e. increasing per diem dues to \$30.00 per month (per diems don't have a base salary).

I strongly encourage all members to come and vote on these important items.

NOTE: Due to construction the meetings will be in room G 121, the Engineers' workroom.

Take the double elevators by the ED to the Ground floor and follow the signs

Environment of Care Committee

by Jane Hubert, RN – Second VP

As per our contract, two members of the HHNA as selected by Pat Mills are part of the Environment of Care Committee. This committee also consists of representatives of the hospital. There are regularly scheduled monthly meetings of the committee with additional meetings scheduled as the need arises. The committee is led by Patrick Ilnitsky, the director of Security

This committee covers various topics including those submitted by Engineering, Nursing, Infection Control, Quality Management, Employee Health, Administration, Biomed, Human Resources, Pharmacy and Environmental Services. Some of the topics discussed include employee injury numbers, slips and falls, safe patient handling, blood borne exposures, such as, needle sticks, product recalls, performance improvement projects, utility management of the various systems in the hospital, such as, heating and air conditioning, electrical, etc. Logs are maintained of the various drills taking place in the hospital, including the numbers of Code Gray, Code Amber, Code Flight, etc. These logs are discussed at the meetings with suggestions on how to make improvements to decrease untoward events.

The committee also discusses various construction projects within the campus of the hospital. Randy Howard, COO, is part of this committee and addresses the projects with the committee.

Also discussed at the meetings are any upcoming visits to the hospital by accreditation organizations such as JCAHO, the Department of Health and CMS, an agency that conducts a federal survey to ensure that a hospital meets all of the requirements to be a Medicare provider.

Just as we highlighted the Council on Nursing Practice in our last newsletter and suggested that members consider joining the Council we make the same suggestion regarding this committee. Speak to a Board member about your interest. Knowing how the hospital functions and having the opportunity to effect its functioning could make your job so much more meaningful and satisfying.

You treat a disease, you win, you lose. You treat a person, I guarantee you, you'll win,
~ Patch Adams, MD

FYI

by Jo Ann Pirro, RN - Treasurer

Seniority and Longevity List Update

As some of you know, the new VP of Human resources, Donna Cice, and the union officers have been working together on reviewing the many emails we received last year after we posted the seniority list. We continue to work together on this very important endeavor and should be done sometime in 2015. At that time we will repost the list as stated on page 14 of the contract. We apologize for the time it is taking to complete, but it has been delayed due to some leaves of absence

Per Diem Employees

As stated in the contract on pages 11 and 12, Per Diem employees are employees who are hired to work either 7.5 hour or awsp shifts (10 or 12 hours) and will be assigned to work such shifts based upon the manpower needs of the hospital. Per Diem Employees must be available to work one weekend a schedule and 1 shift per pay period for 22 pay periods out of 26 pay periods a year. In addition, Per Diems must be available to work 3 holidays a year, one of which must be Thanksgiving Day, Christmas Day or New Year's Day. (Please note that you cannot choose to work New Year's Day two years in a row.) You may give your nurse manager the dates you are available to work, including holidays, as long as it coincides with the above minimum requirements. *We have been informed that Nurse Managers will be enforcing this part of the contract.*

Workers' Compensation

The first seven work days you are out of work you use your own sick time. After that, workers' compensation pays a percentage of your salary. However, if you are out of work for more than seven work days, workers' compensation is retroactive to day 1. For example, if you get hurt at work and you go to the ED and they say you can't go back to work for 4 work days and on day 4 you go to your own physician and he/she states you need to stay out another 4 work days for a total of 8 work days, workers' compensation will cover from day 1.

Job Application

When you apply for a position keep a copy of the posting for future reference.

Dates to Remember:

1/8 Council on Nursing Practice 12n 4 North

3/5 Council on Nursing Practice 12n 4 North

1/14 Quarterly meetings Room G-121

3/11 Unit representative meeting TBA*

2/5 Council on Nursing Practice 12n 4 North

4/14 Quarterly meetings TBA*

****Due to long-term construction the location of these meetings will be announced when room availability is known.***

Contractual Perks You May Not Know Exist

by Joan Aliperti, RN – Secretary

- 1) All employees who elect not to enroll in the hospital's group health insurance plan due to the fact that they have alternate insurance may opt out and receive \$750 a year for an individual and \$1,500 a year for a family plan. This benefit is especially nice for young nurses who are still covered under a parent's insurance until age 26. The opt-out pay is paid twice yearly (every 6 months). Just make sure you will not require the hospital's insurance for the entire 6 months before opting out.
- 2) You can be paid 50 hours of Benefit time annually for exceptional circumstances with administration's approval. If your benefit hour total is high and you're strapped for cash, you might want to request a check.
- 3) Tuition reimbursement for a full time employee is \$5,000 and \$3,000 for part time employees annually. If you are considering going back to school, this is a great benefit.
- 4) If you have a certification you earn an additional \$1,200 a year. You are reimbursed for a maximum of 2 certifications; that's an additional \$2,400 a year. Most CE's used to recertify can be used towards renewing both certifications.
- 5) Life insurance is provided to full time and part time employees by the hospital at no cost to you. See page 37 of the personnel handbook for specifics.
- 6) 529 College Saving Plans are available for all employees to participate in through payroll deduction. The years go by quickly! Someone in Human Resources can help you set this up.

You know you're a nurse if

you avoid unhealthy appearing shoppers in the mall for fear they will drop near you and you'll have to do CPR on your day off. (That and the paperwork.)

you believe the number one rule of nursing is, "Don't get any on you."

you've told a patient your name is that of a co-worker and to holler if he needs help.

you want to hear these three words during report: alert, oriented, independent.

you eat in-between hanging blood and plasma.

you think caffeine is a basic food group.

you can tolerate not using the bathroom in a 12 hour shift.

you believe a good tape job will fix anything.

Editorial by Marion Catanzaro, RN

To every action there is a reaction. Reaction is sometimes quick, but at others times it occurs slowly after the ripples from the initial action have subsided. Although quick reactions are sometimes necessary, as in an emergency, it is better to sit back and take time to assess a situation before reacting which, historically, is what the leaders of the HHNA have done.

In the mid 1980's nurses at HH wanted the opportunity to speak with administration on a regular basis about working conditions and problems that would arise from time to time. Administration repeatedly refused and the result was the creation of the HHNA in 1988.

Twenty-seven years later Huntington Hospital is no longer the entity it was and is part of a rapidly growing business that has brought many changes to the work environment. To move forward the HHNA needs to react to these changes with our own changes, some of which were mentioned in the President's message and will be explained further at the quarterly meetings prior to being voted upon by the membership.

The North Shore LIJ Health System employees approximately 43,000 workers, 43% of which are unionized. Approximately 10,000 of their employees are nurses and 39% are union members. North Shore LIJ recently settled nursing union contracts with Franklin hospital, Syosset hospital and Plainview hospital. There is no reason to think our contract will not be settled when it ends September 30, 2015. Negotiating is always difficult and requires that everyone involved be prepared to do an optimal job.

Take the time to attend one of the four quarterly meetings on January 13th and cast your vote after your questions have been answered. Be a part of this preparation.



Nursing Practice Word Search



Find these words:

Advocate
Assess
Bestpractice
Caring
Challenge
Change
Collaborate
Compassion
Culture
Decisions
Diagnose

Educate
Evidence
Falls
Family
Guidelines
Healthcare
Innovation
Intervene
Leader
Medications
Mobility

Nurses
Nutrition
Outcomes
Plan
Prevention
Quality
Research
Risk
Science
Wounds

HHNA Quarterly meeting



Bring your questions and concerns!

Tuesday, January 13th

**The location for all meetings will be in room G 121
(on the ground floor near the linen room)**

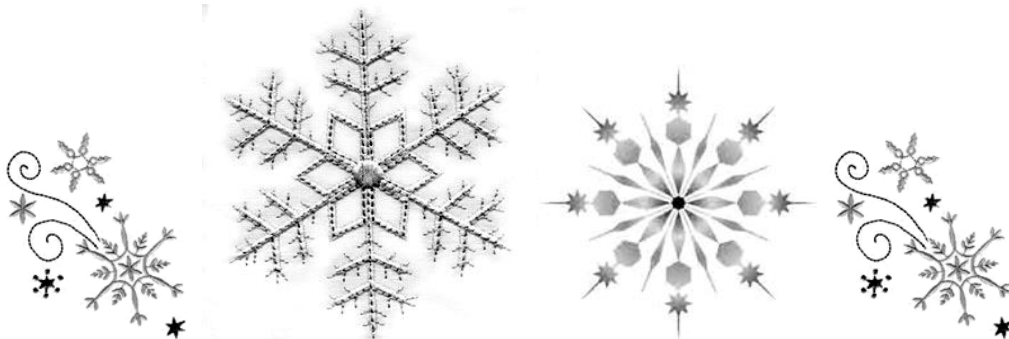
7:30am

12:00pm

1:00pm

7:30pm

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. Per Diems must attend 1 quarterly meeting a year.