



THE INFORMER

October 2013

PRESIDENT'S MESSAGE

by Pat Mills, RN

September 15, 1988 is a very important date to our organization. It is the day the nurses at Huntington Hospital voted to join together and form our Collective Bargaining Unit. Some of you may not have been born yet while others of us were there to cast our vote.

Over the years many changes have occurred, including changes in wages, benefits and working conditions. The important constant has been and continues to be that we remain strong as an organization by standing together.

I would like to have a celebration of this milestone in the spring which is when we actually ratified the first Collective Bargaining Agreement that took months to complete.

We must thank the original founders for their perseverance because it took an immeasurable amount of time and planning during the organizational phase to get to the point that a vote actually took place.

At our quarterly meeting next week I'd like to take a vote to go forward with the planning of this celebration and, also, to ask for volunteers to form a committee to plan it provided we get the vote of approval from the membership.

Dates to Remember:

<i>10/8</i>	<i>Quarterly meetings</i>	<i>12/3</i>	<i>Unit Representative dinner</i>
<i>11/4-6</i>	<i>Magnet on-site visits</i>	<i>1/9</i>	<i>Council on Nursing Practice*</i>
<i>11/7</i>	<i>Council on Nursing Practice*</i>	<i>1/14</i>	<i>Quarterly meetings</i>
<i>12/5</i>	<i>Council on Nursing Practice*</i>		

****Council meetings begin at noon in the One South Conference Room***

HOLIDAY OBLIGATIONS

by Lisa Quintero, RN – First VP

It's difficult to believe summer is gone and we need to discuss holiday requirements. For those who work 10 or 12 hour shifts, the information can be found on pg 25 of the contract and for those who work 7.5 hr shifts it can be found on pgs 30, 31.

AWSP (10 and 12 hour shifts)

Full time and part time day shift employees shall be required to work (2) of the following: Thanksgiving, Christmas Eve, Christmas Day or New Year's Day.

Full time night shift employees shall be required to work three (3) of the following : Thanksgiving Eve, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve or New Year's Day.

Part time night shift employees shall be required to work two (2) of the following: Thanksgiving Eve, Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve or New Year's Day.

7.5 hr Shifts

Full time day shift employees shall be required to work either Christmas Day or New Year's Day.

Part time day shift employees will be required to work either Christmas Day or New Year's Day.

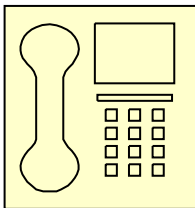
Full time evening shift employees will be required to work two (2) of the five (5) holiday or holiday eves from Thanksgiving through New Year's Day.

Part time evening shift employees will be required to work two (2) of the five (5) holidays or holiday eves from Thanksgiving through New Year's Day.

Full time night shift employees will be required to work three (3) of the six (6) holiday or holiday eves which shall include the Eve or the Day of Thanksgiving, Christmas or New Year's.

Part time night shift employees will be required to work two (2) out of six (6) holidays or holiday eves which shall include the Eve or the Day of Thanksgiving, Christmas or New Year's.

In the event the census is low on your unit and someone can have an extra holiday off, the shift off should be offered in order of seniority.



The Union Phone

by Jo Ann Pirro, RN
Treasurer

The union phone is carried by a Board member and is checked at least once a day. The number is 631-757-5206. If you need a Board member immediately and can't reach us by phone, please note that the Nursing Office has all of

our numbers; so, if you're trying to call and can't reach one of us you can contact the Nursing Office and someone will assist you.

When leaving a message on voice mail speak clearly, give your full name, where you work, what day it is and a phone number at which you can be contacted; don't just leave your HH unit and extension. This will help us immensely. Thank you.

NOTICE REGARDING ADDITIONAL NO COST BENEFITS

The Huntington Hospital Nurses' Association in cooperation with National Income Life Insurance Company (NILICO), a unionized company servicing many unions in the New York area and throughout the country, is pleased to announce that we are providing additional benefits to make your membership even more valuable! These benefits include:

- \$3,000 Group Accidental Death and Dismemberment Benefit at NO COST!
- Health Services Discount Card which provides discounts up to 60% on Vision Care, Chiropractic Care, Prescriptions and Hearing Aids, at NO COST for your entire household!
- Child Safe Kits – this valuable tool can provide information to the authorities if your child or grandchild should ever go missing!

Please check your mail for the letter regarding these new benefits!

Once you return the response card, an AIL representative will set up a convenient time to deliver your benefits and explain additional insurance coverage available.

American Income Life is an international company licensed in 49 states, the District of Columbia, Canada and is registered to carry on business in New Zealand. NILICO is a large provider of supplemental benefits in North America and has earned an A+ (Superior) Financial Strength rating from A.M. Best Company; as of 6/13.

For more information on your benefits, please contact Kerri Murphy-Schlomann (631-478-7567) or email kmschlomann@nilife.com.

Requesting Education Reimbursement

by Jane Hubert, RN – Second VP

All employees recognize their professional obligation to maintain their skills by voluntary attendance at such in-service education programs as may be appropriate.

Nurses requesting to attend educational institutes, workshops or meetings without loss of pay must submit a formal request to attend such workshops directly to the Vice President of Nursing through the Director of Staff Development.

The Hospital shall pay for the cost of application, test registration and testing for an individual nurse to take a nationally or state recognized certification or recertification exam. It is understood that the exam must be related to

the nurse's present or future assignment. Payment will be made to nurses who complete the exam. According to the agreement reached between Huntington Hospital and the HHNA dated 5/22/2013, resulting from a grievance:

When a member is given the opportunity to attend a review class for certification, she/he will sit for the certification exam within 120 days of completion of the class. In the event a member does not sit for the exam and an education day has been granted, the education day will be relinquished and replaced with a benefit day from the member's bank.

CONGRATULATIONS ON 25 YEARS!

I remember hearing my father, Ron Davis, talk about organizing a group of nurses when I was in college. It wasn't until I began working with him upon my graduation from law school in 1993 that I finally met Gayle Couleas and Marion Catanzaro. They were two of the main driving forces behind formation of the Huntington Hospital Nurses' Association.

On the Labor-Relations side of things there has been very little change over the years. I first worked with HHNA President Joe Cicio for one term and with Pat Mills since. While many others pitched in to help, Ruth Sanders, Marion Catanzaro and Liam Forster were stalwarts for many years. On the Hospital's side, we have been working (often fighting!) with Michael Quartier since inception and with Myrna Meyers until her recent retirement.

There are countless grievances, disciplinary matters and other issues that clearly never reach my desk due to the fine work of the HHNA Executive Board and Unit Representatives. With that said, according to my records, this office has litigated 109 matters over the years on behalf of the Association. In doing so, the HHNA has built both a track record of success and a reputation among arbitrators for only bringing legitimate, meaningful cases to hearing.

During my tenure I have attended the last six (6) rounds of contract negotiations, serving as Chief Negotiator along with Pat Mills for the last three (3). Negotiations were originally held on Hospital property. Due to numerous HHNA complaints they were moved off-site in 1999. If you have any desire to spend countless hours in a hotel conference room, negotiate beyond the point of exhaustion, add tons of extra stress to your life arguing over wages, pension, healthcare, where overtime slips should be kept, who should distribute dietary trays and everything in between, then the negotiations committee is the place for you!

Negotiations can be trying, but it is during those times we often forge the strongest bonds. Over the last 25 years I am happy to say I have made many close friends amongst HHNA members. I look forward to making many more over the next 25 equally successful years!

HHNA GENERAL COUNSEL

DAVID A. DAVIS
DAVIS & FERBER, LLP

FYI

The Hospital's "Smoke-free campus" rules also include electronic cigarettes commonly known as E-Cigarettes. We've already had a discipline regarding an RN using one of these devices at a Nurses' Station in full view of patients and visitors.

RN License Renewal

by Jane Hubert, RN - Second VP

All members must renew their Registered Nurse licenses at least 30 days prior to expiration. Documentation demonstrating such renewal (your signed original license) should be submitted to Nursing Administration no later than 30 days prior to expiration. Your license expires the last day of the month PRIOR to your birthday month.

Nursing encompasses an art, a humanistic orientation, a feeling for the value of the individual and an intuitive sense of ethics and of the appropriateness of action taken.
~Myrtle Aydelotte

The Results are in

by Joan Aliperti, RN - Secretary

At each of our four July quarterly meetings votes were taken on several issues. Let me share the results with you.

The first vote taken was for an increase of monthly dues by \$3.00 for all FT, PT and per diem nurses. The membership voted yes to this with only 3 no votes the entire day.

The second issue voted on was to increase the one-time initiation fee that is charged to new union members from \$150 to \$250. Members overwhelmingly voted yes to this issue as well. By increasing both of these fees the strike fund will be greatly enhanced should it be needed during the next contract negotiations.

The last issue that was voted on was if members were happy with and willing to keep the present electronic pay stub or if they preferred the old printed pay stub. This vote was fairly close, with the winner being the new electronic pay stub form.

There may be other important issues requiring your votes or opinions at future meetings, such as described in this issue's "President's Message". Try your best to attend. Let your voice be heard through your vote.

You know you're a nurse if

you believe a good tape job will fix practically anything.

you don't believe 90% of what you're told and 75% of what you see.

you're most common assessment question is, "Why is this an emergency now?"

you automatically multiply by 3 the number of drinks a patient claims to have daily.

you've ever held a 14 gauge needle over someone's vein and said, "Now, you're going to feel a little stick."

you have to leave the patient before you begin to laugh uncontrollably.

you can think of another 200 examples of 'You know you're a nurse if ...'

SENIORITY AND LONGEVITY LIST

by Jo Ann Pirro, RN - Treasurer

On October 8th the seniority and longevity list will be posted in the glass enclosed case outside of the cafeteria; it will remain there until October 31, 2013. It is your obligation to review your dates. If you feel there is a discrepancy, you are to email the Board through our website at www.HHNaNurses.org by November 4th; click on CONTACT US and tell us what you think the discrepancy is.

This list is from NSLIJ and there is a small window of opportunity to make necessary changes, so it is imperative that everyone review their dates and make sure they are correct. We will then investigate the discrepancies with NSLIJ and email a response to you. If we don't have your email address (not your address at work), please send it to us in the same manner described above by logging on to the website and clicking on CONTACT US.

PLEASE DO NOT CALL THE UNION PHONE REGARDING THIS LIST!

KRONOS Is Coming

by Pat Mills, RN - President

KRONOS is a biometric badge reader and finger scanner. It will arrive sometime in November or early December and will initially be used in place of the "sign-in" sheet; I am told it will also be used to sign out. The contract rules about notifying supervision of your need to stay late or of not getting a meal period will still be in effect.

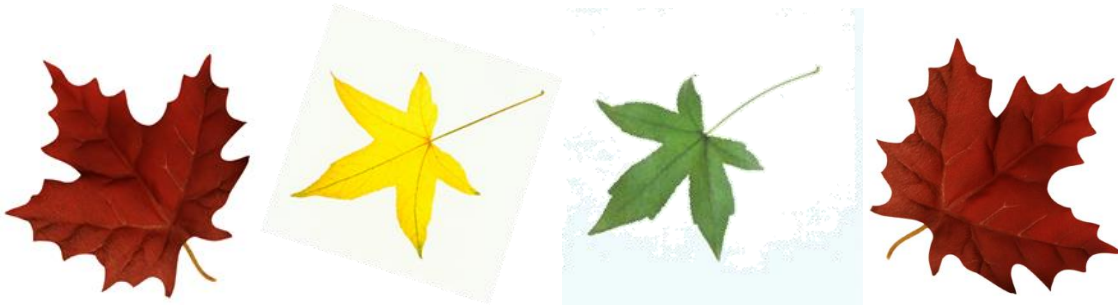
Eventually this "My-Time Process" will also be available for scheduling and, as part of the procedure, all staff who are on 12 hr shifts will have to follow the contract and schedule themselves for an extra shift every eight (8) weeks.

The "My-Time Process" will be accessed thru Employee Self-Service. You will be able to view your timecards which will allow you to check out your time prior to your pay being calculated so corrections can be made to upcoming paychecks. You will also be able to check your schedules and request time off for vacation, personal days and holidays.

Training will be available soon; notices will be posted throughout the hospital and on-line in your email. More information will be available at the Quarterly meetings.



"Satisfied NOW?!"



HHNA Quarterly Meetings

Tuesday, October 8, 2013

Meetings will be held at the following times and places:

7:30 am	1 South
12 noon	1 South
1:00 pm	1 South
7:30 pm	1 South

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.

