

## CALENDAR

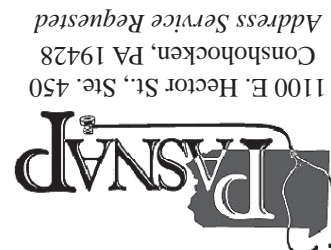
**Wednesday, February 4:** TAP Rep & General Membership Meeting, 4 PM, TUHNA Office

**Monday, February 9:** TUHNA Rep Meeting, 8 AM, 7:45 PM, Joint TAP/TUHNA E-Board, 5 PM

**Wednesday, February 18:** PASNAP Education Day  
“Medicare for All” It’s Our Best Chance  
Conshohocken Marriott, 10 AM  
RSVP Required (contact any staff rep)

**Thursday, February 19:** Nurse Practice Committee, 7:30 AM, 6th Fl Classroom

**Wednesday, February 25:** Nurse Advisory Committees (contact Maureen for more information)



## TEMPLE UNIVERSITY HEALTH SYSTEM NEWS

WHOSE SYSTEM? OUR SYSTEM!  
TUHNA/TAP • UNITED FOR PATIENT CARE AND RESPECT ON THE JOB

January 2009

### NORTHEASTERN TO BEGIN BARGAINING -- TEMPLE THREATENS FUTURE OF HOSPITAL

Our members at Northeastern are set to begin bargaining in the middle of a growing fight by the community to keep their Hospital open. A formal announcement is expected any day of Temple’s plans to downsize Northeastern on the way to closing its doors entirely.

After years of pledging to support Northeastern to compensate for the closing of Episcopal and Newman hospitals, Temple is now set to turn its back on its employees, and on the community which has supported it. Although Northeastern is an integral part of a health system which is financially very successful, TUHS believes it can increase its rate of profit by eliminating Northeastern.

Temple is a non-profit system which pays no taxes, yet receives the majority of its revenue from our tax dollars, through Medicare, Medicaid, and special funding. Therefore, our members and the community served by the Hospital believe Temple must be accountable to the community, and should not be able to eliminate services based solely on their profitability.

If you live in one of the neighborhoods served by NEH, contact your staff rep to find out how to get involved.

### UNION WINS BACK PAY FOR SUSPENDED MEMBER

The context matters. That was the heart of an arbitrator’s ruling reducing a 30 day suspension to five days for TUHNA member Bob Tarr, in an award issued in January. Tarr had been suspended because an employee claimed he had been threatened by him. Without considering the entire context, management accepted this slander against our member. While the arbitrator agreed with the Hospital that Tarr’s choice of words was poor, he rejected their over-the-top discipline. We are now discussing the back pay award, which will be several days pay.

### Grievance Procedure Works

In several other cases in the last year, TUHNA won settlements, including reductions in discipline, and the reinstatement of a nurse who had been fired, on the eve of the arbitration hearings. Filing an arbitration and being prepared to argue it effectively is often enough for victory. When the employer is forced to examine the basis of their actions, and whether they will “hold up in court”, they may decide its time to settle.

Another indication of the hostility of Temple management to its staff is the fact that here at Temple TUHNA alone last year filed three times as many grievances as any other local in PASNAP. Grievances that we win benefit not only the grievants, but deter the same behavior from other managers. Grievances also help us identify the changes we need to make in negotiations, even if we lose the grievance. Don’t let Temple get away with violating your rights. If you think you have a grievance, contact your nurse rep or staff rep promptly.

## REWARD FOR SERVICE?

Recently Pat Convery, a nurse with over eight years of service on Heart Failure (13 years total at Temple), was diagnosed with breast cancer. Pat went out on medical leave with the hope that she would recover and be able to return to work. After months of chemotherapy Pat was ready to return to her to her previous job on Heart failure unit.

Pat was told that she could have her job back but on Heart Failure, but that the hours had changed from 36 to 40 hours a week, and she would have to give up her 7 AM shift and start at 11 AM. .

Temple's reward for service has been to have Pat work four days a week instead of three. If that wasn't stressful enough, how about getting home from work at 12:30 am, just to ease the transition of coming back to work.

We are now filing a grievance, because Pat has been denied reinstatement to day shift when a vacancy occurred.

– Dawn Munn, RN, HFU/7W

## MANAGEMENT TORPEDOES NURSES MEETING WITH DR. CALVIN JOHNSON

Dr. Calvin Johnson, the former Secretary of Health for the state of Pennsylvania and a former guest speaker at the PASNAP state convention in Harrisburg, is now the new Chief Medical Officer of TUHS. When we heard he was coming to Temple, the Nurse leaders of PASNAP got in touch with him to request a formal meeting to welcome him to Temple, to discuss Temple's role as community hospital and our concerns regarding patient care issues and staffing in the health system. A mutually acceptable date and time was set for Thursday the 22nd of this month. On the morning of the 21st Temple management/labor relations unilaterally cancelled the meeting. What exactly are they trying to hide? And who really runs this Health System? We will be following up with Dr. Johnson with a letter of regret.

## ORGANIZING CAMPAIGN AT HAHNEMANN

Our affiliation with CNA brought with it an opportunity to talk to nurses at Hahnemann about the Union. With the help of many TUHNA nurses, we are talking to Hahnemann staff and look forward to having a union election in the next couple months. Bringing Hahnemann into PASNAP would be the most important victory for Union nurses in Philadelphia since Temple was organized.

Pat McFarland, from L&D, is one of the many members who has helped out, talking to Hahnemann nurses about what its like working with the Union. Pat's comment after talking to Hahnemann nurses:

“Boy, things are so much worse there. Compared to Hahnemann, Temple really is the employer of choice...but only because we have the Union.”

More volunteers are needed. Nothing works in organizing like nurse to nurse! Call April or Jess at the PASNAP office 610-567-2907 to volunteer.

## NO JOB FREEZE FOR EXECUTIVES

### Temple Needs our Help

With the creation of three new top executive positions in six months, Temple clearly is hiring in some areas. George Kenney, as VP of government relations (see separate story) and most importantly Ed Notebaert as VP of Temple University in charge of Health Care are all brand new, and together will carry a multi-million annual price tag.

### VP in Charge of Ring Cutters?

How many more executives does Temple need? Do you have a problem in your department that needs the wisdom of a Vice President to solve? Patty Eakin suggested that, because its so hard to keep track of the tool ED nurses use to remove rings from patients' fingers, a vice-president should be appointed to keep track of them.

Submit your ideas for the new vice president positions Temple needs, and we'll publish them in the next issue. The best suggestion will get an all expenses paid trip to the Hunting Park Corporate HQ for a lunch in their gourmet employee cafeteria...provided you can get past the Vice President in charge of checking ID.

## TEMPLE CREATES VP SLOT FOR LOYAL LEGISLATOR

When George Kenney, as representative for the 170th District opposed a ban on mandatory overtime and never had time for the nurses in his district, he was laying plans for his future.

Temple has rewarded the former representative by hiring him to a newly created vice-president position, in charge of government relations. As a vice-president of TUHS, Kenny will make two to three times his former salary as a legislator. As Temple's chief lobbyist, his job will be to promote Temple's agenda, and obtain money for the system through his connections with his former colleagues in Harrisburg. You can bet that a big part of his agenda will be fighting the safe staffing ratios bill which is now at the top of PASNAP's legislative priorities.

It's another great reason to sign up for a direct deposit political action contribution, as well as to marvel at Temple's misplaced priorities. How do you justify hiring a lobbyist with funds that could provide several direct care nursing positions?

## LACK OF HEALTH INSURANCE

**According to a recent estimate by the Urban Institute, the lack of health insurance leads to 27,000 preventable deaths in America each year.**



On behalf of the T.A.P. Executive Board, we would like to thank everyone who supported and was able to attend our 2nd Annual Bowling Party. Your encouragement was overwhelming and couldn't compare to the praise received after the event. We were glad to see such a good turn out even though the weather wasn't favorable.

There is always room for improvement, however. So with that said, if you have any ideas please feel free to give them to any of the board members. This can cover events of interest, locations, and volunteering in order to help make these events successful. Your suggestions can be brought to the attention of the board at the monthly meeting. Just call the local office at 215-227-5123 for the time and date of the meeting.

In solidarity, thank you,

*Selena Hodge*  
Co-Vice President, TAP