

Danbury Nurses' Union Local 5047

UPDATE 47

AFT Nurses' and Healthcare Professionals, AFTCT AFL-CIO

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Message From Your President

So far 2017 has been like a whirlwind for me. My name is Janice Stauffer and as the new President of The Danbury Nurse Union, Unit 47, I have been honored to work with an amazing team of nurses. To start, the negotiations of our new three-year contract was the main focus for the new leadership and the negotiating team for most of this year. We worked countless hours prior to negotiations, and then around 100 hours in total at the tables with the Hospital for the actual negotiation sessions. This was a very memorable experience for me. I have been a nurse at Danbury Hospital for 16 years and prior to that, 11 years at Greenwich Hospital. This was my first experience on the negotiating team, and being the President of the Danbury Nurses Union, it was a learning experience as well.

I wish to thank all the nurses at Danbury Hospital for their support and the nurses on the negotiating team for believing in me as your President.

In Solidarity,
Janice Stauffer BSN, RN, President

Negotiations and Looking Towards the Future

Negotiations take place every three years but the Nurses' Contract provides everyone with 365 days, 24 hours of protection for our jobs, our rights and our benefits. Our team consists of twelve dedicated nurses who are willing to give several hours of unpaid time to work face to face with the hospital leadership.

In 1980, Danbury Hospital Nurses went on strike that lasted for 28 days. This endeavor showed the strength of the nurses: they all believed that management needed to listen to their voices. They wanted to improve their work conditions in order to provide the best care to their patients. They also wanted to negotiate fair wages and benefits. Like many of us, they had families to feed and support. Connecticut is an "at will employer state"; it means that any employee who does not have union affiliation can be terminated for any reason. The united effort and sacrifice of the nurses produced the Unit 47 Contract that protects each one of us today!

Some of those courageous nurses who participated in the 1980 strike will be retiring within the next 3-5 years. We need to continue their legacy but we have a lot of work to do. I encourage our new generation of young nurses to participate and be involved with our union. Working side by side, we have the power to bargain and be heard. Remember, *each one of us is a vital link*; when we are *Together, We Are Strong!*

Leodie A. Salazar BSN RNC
Unit 47 Vice President for Grievance

Membership News

AFT is requiring all Nurses of Unit 5047 to sign New Membership Cards. After reviewing their old cards, it was decided that they needed to be updated. This will allow for us to have the most current contact information. It is amazing how many changes occur during your employment and that information does not get updated in our records. Our goal is to have all cards signed by August. We started the process during negotiations. If you have not signed your new card, do not be worried. In June, Unit Liaisons will be given the current membership lists for those individuals that need to sign cards. Please take a quick moment at that time and fill the form out. Please make sure to write legibly and complete the form in its entirety, with all current contact information. We will be sending new Union Membership cards out based on this information. This will allow you to access the many benefits available to you as members of AFT and Unit 47. If you do not know your number currently and wish to receive it prior to your new membership card, please send us a message at aft5047unit47@gmail.com and we can get you your number. Our last mailed News Letter also had your membership number on the address sticker.

In Solidarity,

Tiina Hawley, RN BSN, 2nd Vice President

Internal Job Applications

Just a reminder that any current RN who would like to apply for a different position (change in floor or hours), needs to use the internal candidate application. After clicking on the specific job you'd like to apply for, there will be a choice whether you are an internal or external candidate. Please choose the internal candidate application! If not, your application will not be placed correctly in line and you may be looked over for the position. Once a position has been awarded to somebody, it is difficult to take it away and give to someone else because the application wasn't filled out correctly, despite how much seniority they may have over the other RN. Also, if the posting period has ended, even if the job is still listed, the person who applied within the posting period will be awarded that position. New jobs are posted every Friday, so continue to check the intranet so you don't miss out on a position. Please direct any other questions you may have about job postings to your unit liaison.

Michalan Sheehan BSN, RN

Unit 47 Grievance Representative

Danbury Day

On May 16th, the area legislator's held Danbury Day. A day in which the city of Danbury was recognized for all its assets and contributions to the Danbury community and State of CT. Mary Consoli was recognized along with four other Danburians for their contributions to the Danbury community.

Receiving the recognition along with Mary was: Anthony Rizzo, of Rizzo Construction and DH garage fame; Frank Capiello of Capiello Jewelers, a long time business man in Danbury, who was a founding member of Downtown Danbury; Gladys Armstrong, a long time Danbury Teacher, NEA activist and leader in the NAACP movement and New Hope Baptist Church.

Mary was recognized for her long time employment at Danbury Hospital, President of Danbury Nurses' Union, DH volunteer in the Faith Based Community Program at St. Gregory the Great Church, and officer of the Danbury Central Labor Council.

All awardees were introduced before the entire State House of Representatives in the well of the legislation. A great tribute indeed.

Congratulations to all.

Mary Consoli BSN, RN, Legislative Liaison

Danbury Nurses Union



Join us on July 13th as the Renegades host
the West Virginia Black Bears at 7:05pm

**Pre-Game Catch on the Field,
Post-Game Photo & First Pitch Raffle**

\$17 PACKAGE

RG Ticket

Gades Group Hat

\$ 8 Food Credit

Purchase online at GadesGroups.com

Password: danburynurses

TICKETS MUST BE PURCHASED BEFORE JUNE 28th

AND CANNOT BE PURCHASED AT THE GATES

Questions? Call the Emery & Webb Dutchess Stadium Box Office at 845-838-0094

Danbury Nurse named Soifer Award Winner

Congratulations to Betsey Ryder, an Emergency Department RN since 1978, for receiving the 2017 AFTCT Joseph. H. Soifer Award. This award is given annually to a union member whose contributions have most benefited the union on a local level. Betsey's 38 years of support for Unit 47 meets this criteria.

Betsey was one of our founding activists and became a Union Representative in 1979, a position she held for 25 years. She was elected as Secretary of the union in 1980, a position she held for 10 years. While Secretary, Betsey took on the responsibilities as Editor in Chief of our newsletter, Update #47. When she resigned as Secretary, she stayed on and continued as editor with oversight of this publication for 37 years! Educating our membership with important news and information with six issues each year. During her tenure as editor, Update #47 was recognized with a First Place National Communications Award by AFT for newsletters in our division. Danbury Nurses' published our last hard copy edition in January 2017. Betsey has agreed to stay on to help edit our new digital edition with our sincere gratitude for sharing her literary expertise for all these years.



Another notable fact is, Betsey designed and created our well recognized Unit #47 logo. Inspired by the nursing caduceus logo, Betsey designed our logo as secretary during one of her early stints as a member of the negotiating team. Betsey has always been active in union projects and activities and encourages her colleagues to participate in May basket collections, the annual Labor Day Parade and blood pressure screening for the public at the Taste of Danbury. She can often be found among the volunteers each fall when we gather to support local candidates, and is ready to write testimony for or against legislation which benefits union members.

As an Emergency Department nurse, Betsey is recognized for her 39 years of nursing expertise, and is well respected by her nursing, physician and management colleagues. She has served on many committees which have set policies, procedures and practices for the Emergency Department. Betsey along with a RN colleague, submitted design and layout plans that were accepted and formed the basis for renovations to the Emergency Department in the early 1990's.

We know and love Betsey as an invaluable asset to Danbury Nurses'. She has now been recognized by the entire State for her dedication to unionism and the mission of Unit #47. A job well done.

Mary Consoli BSN, RN, Legislative Liaison

HIPAA Violations for Accessing Patient Information

An important reminder to our members: if you are not clocked in you should not be accessing any patient information. This includes reviewing patient labs and histories for your possible assignment on your upcoming shift as well as trying to find the location of a patient within the hospital. Accessing any patient data off the clock is considered a HIPAA violation and can result in the loss of your nursing license! As Leodie A. Salazar, our Vice President of Grievance has said, “Your Union Contract will not protect you for HIPAA violations.” Basically, you cannot grieve your termination if you are fired for a proven violation of federal law. If you have any questions as to what is acceptable and may or may not constitute a violation, please email us at aft5047unit47@gmail.com or at unit47communications@gmail.com. Also, you can access the federal guidelines to review them for yourself at <https://www.hhs.gov/hipaa/for-professionals/privacy/laws-regulations/index.html>.

Danielle Paravati BSN, RN
VP Communications & Technology

Paid Sick Leave Use vs. Unpaid PTO

It is important when calling out of work due to a sick day that you make sure you state that you are taking a “paid sick leave day” under Connecticut State Law. You have five of these days available. After you have exhausted all 5 paid sick leave days you must then use unscheduled PTO days. You cannot be disciplined for use of the paid sick leave days. You may still have to make up weekends as per your departments guidelines. More information about the law is available at: <http://www.ctdol.state.ct.us/wgwkstnd/SickLeave.htm>

Danielle Paravati BSN, RN
VP Communications & Technology

Danbury Nurses’ Union Unit #47

Update 47 is the official publication of Unit #47
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TOGETHER WE BUILD AND GROW

Upcoming Events

Taste of Danbury - September 9th and 10th
Lake Compounce Family Day - August 3rd - keep an eye out for flyer - tickets will only be able to be purchased from Danbury Nurses
July 13th - Danbury Nurses sponsored Renegades Game day - see flyer
Labor Day Parade - Monday September 4th