

PASNAP HOUSE OF DELEGATES 2024! NEW DATES! SAME LOCATION! For More Info, See Page 9



Nurses at Lower Bucks and Suburban Community Hospitals fight together for fair contracts.

Pennsylvania Association of Staff Nurses & Allied Professionals

February 2024

CRITICAL UPDATE

When We Fight TOGETHER, We Win!

Coordinated Campaigns at Temple, Prime, Crozer and Geisinger

The bigger we are and the louder our collective voice, the greater our power to affect change for ourselves and for our patients. This is something we as Union members understand in our core. It's why we run Unity Petitions at the start of our bargaining campaigns. It's why we have Membership Chairs on our Local Executive Boards. Because solidarity within Locals is incredibly important—we know this.

But so is solidarity among and between Locals. That's next-level. And it's increasingly how we at PASNAP are moving

forward to pressure the boss and win the contracts we need and deserve. The strategy is simple: to come to the bargaining table with as many Locals as possible and therefore as much leverage as possible.

continued on page 2



COMING UP: Executive Board Elections

This year, eight PASNAP Executive Board seats are up for election at our House of Delegates meeting in April. Check out the info on page 9, and consider running to help lead PASNAP into our 25th anniversary year in 2025. Now is the time to shape the future of healthcare. Fill out the "Consent to Serve" form and join the PASNAP statewide fight.



When We Fight TOGETHER, We Win!

This fall, we began running four coordinated bargaining campaigns:

Temple Health Coordinated Campaign with Jeanes Nurses United, Fox Chase Nurses United, Fox Chase Techs United, the Temple Faculty Practice Nurses Union, and the Nurses Association of Temple University, all PASNAP locals within the sprawling Temple Health system.

Prime Coordinated Campaign with the Suburban General Nurses Association in East Norriton and the Nurses Association of Lower Bucks Hospital in Bristol. Both Suburban Community Hospital and Lower Bucks Hospital are owned by California-based Prime Healthcare.

Crozer Health Coordinated Campaign with the Crozer Chester Nurses Association, the Crozer Chester Paramedics Association, the Crozer Chester Society of Pharmacists, and the Crozer Professionals, all PASNAP Locals at Crozer Chester Medical Center in Delaware County, which is owned by Prospect Medical Holdings.

Geisinger Coordinated Campaign with the Northeast Pennsylvania Nurses Association, the Geisinger Community Medical Center LPNs, Techs, and Degreed Professionals, the Geisinger Community Medical Center Advanced Practitioners, and the Geisinger Clinics Wound Care Nurses—all PASNAP Locals at Geisinger Community Medical Center (GCMC) in Scranton. (The GCMC Certified Nurse Midwives' contract expires on March 31st.)

The Locals within the coordinated campaigns share a coordinated strategy, including shared bargaining committee meetings, participation in each other's bargaining sessions, identification of shared core issues, picket signs, unified actions, and messaging for press and political outreach. The goal is to present the boss with a large, unified front, increase our collective bargaining strength as a result, and to throw around our significant collective weight.



Kim Wills-O'Connell, RN
ICU Nurse, Jeanes Hospital

Caregivers Sounding the Alarm is a social media campaign designed to call out Temple Health from every side during our coordinated bargaining campaign.

Help PASNAP Boost Our Reach on Social Media

Join our Content Creator team! It'll be fun! Contact Megan Gorman at mgorman@pasnap.com for more info and next steps.



West Side Story—Another Form of Coordination

The quartet of PASNAP locals in Western PA—Pennsylvania Independent Nurses at Butler Memorial Hospital (now part of Independence Health System), ACMH Nurses United, ACMH Techs United, and Warren General Professional Employees Association—don't share an owner or contract expiration dates. But their hospitals are in the same region, and they have a lot of the same issues, so they're coordinating as well, meeting to share approaches, strategies, resources, and target goals/wins. All is definitely not quiet on PASNAP's western front!





Jeanes Hospital nurses—and babies!—on the picket line in December.

It works.

While three of our four coordinated bargaining campaigns are still ongoing (check PASNAP Pulse, our digital newsletter, for up-to-the-minute updates), one group settled late last year, and as a result, 725 PASNAP Members in Delaware County are now among the highest paid caregivers in Pennsylvania.

Late last year, when contracts for PASNAP’s four Locals within the Crozer Health system were close to expiration, the PA Attorney General agreed to suspend litigation against Prospect Medical Holdings—the for-profit owner of Crozer Health—to allow Prospect to pursue the sale of the health system. Seizing the opportunity a potential

sale presented, the Crozer Health nurses, paramedics, medical professionals, and pharmacists banded together to win 1-year extensions that ensured that their benefits were maintained for 2024 and that their wages increased by an average of 10 percent, making them among the highest paid healthcare workers in PA.

“Morale has been very low over the last couple years, and the retention of experienced EMTs and paramedics has been deplorable,” said Jon Ley, Assistant Chief of the Crozer EMS Department and Chief Shop Steward, at the time. “But people have already inquired about coming back full-time because of this contract. We increased our strength when we stuck together.”



Follow PASNAP on Social Media

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By law, the Union is required to furnish the following information annually. If you have questions, please call (610) 567-2907.

PASNAP, like other unions, spends the vast majority of its funds on collective-bargaining related activities as well as some amounts for political lobbying, community services, charitable donations, publications, certain litigation and other matters. As an employee represented by PASNAP and covered by a contract containing a union security or agency fee clause, you are required as a condition of employment to pay dues or an agency fee to the Union. Employees who are members of PASNAP enjoy all the rights and privileges of union membership including attending union meetings, voting to ratify contracts, running for union office, voting for union officers, and participating in certain union benefit programs that are provided only to union members.

Employees may choose not to be members of the Union. Employees who are not members of the union pay dues or agency fees, but they do not enjoy any of the rights and privileges of membership. Non-member employees may be “Beck Objectors” and may request an adjustment to their dues based on their objection to the Union expenditures that they believe are not reasonably related to representational activities including collective bargaining, contract negotiations, and grievance adjustment and related activities. Non-members who choose to object should request an adjustment to their dues. Such a request must be in writing, and it must include the employee’s full name, address, social security number, current wage rate, and employer. Such a request must be sent to PASNAP, 3031 Walton Road, Suite C-104, Plymouth Meeting, PA 19462-2326. Such a request is valid until withdrawn by the employee.

Non-members who submit an objection will receive information regarding how the union calculates representational expenditures and have their dues reduced to reflect the percentage of non-representational expenditures from the previous fiscal year which covers the period of July 1, 2022–June 30, 2023. This reduction in dues will commence on the first day of the month following the receipt of the objection. Beck objectors will be required to pay 85% of union dues.

Non-members objectors have the right to challenge the union’s calculations of representational expenditure before an impartial arbitrator on an annual basis pursuant to the American Arbitration Association’s Rules for Impartial Determination of Union fees. Such challenges must be made in writing, explain the basis for the challenge, and be received by the Union at the above address within 30 days of the employees receiving the calculation information. If more than one member challenges the calculations, the challenges will be consolidated for hearing. The decision of the impartial arbitrator will be final and binding. PASNAP will pay the cost of arbitration. Challengers must bear all other costs in connection with presenting their appeal, such as travel, witness fees, lost time, representation, etc.



SHAPING THE FUTURE OF HEALTHCARE

It's the theme of this year's
House of Delegates—
and it's what we do each and every day.

Message from PASNAP President Maureen May, RN

Dear PASNAP family,

This is the year we look forward.

In 2022, as I wrote my message to you, the first case of the Omicron variant in the U.S. had been identified just a month prior, and the PA Department of Health had announced a surge in COVID cases and hospitalizations across the Commonwealth. The nearly 2-year-old pandemic was still very much with us then, and as a result, we were mired in the urgency of the present—in alarm bells, in overflowing censuses, and in the moment-by-moment sacrifice required of all frontline caregivers.

It was only in 2023 that that began to change, and we can see it in PASNAP's incredible streak of 2023 organizing: Nurses and allied professionals could once again begin to look forward.

***“Thanks to all our new Locals,
PASNAP is now 10,000 Members
STRONG!”***

In a year that saw Union interest skyrocket, PASNAP new organizing was definitely on fire. In June, nearly 500 Fox Chase Cancer Center nurses and allied professionals withstood serious scare tactics to vote overwhelmingly to unionize with us. In December, their Temple Health System colleagues at Chestnut Hill Hospital (212 RNs and 78 techs) and 92 research nurses, program coordinators, and data specialists at the Office for Cancer Research at Fox Chase all voted to unionize with PASNAP. And on February 1, 128 technical specialists at Jeanes Hospital—another Temple Health facility—voted to join their colleagues in Jeanes Nurses United and unionize with PASNAP!

What they want is what we all want—to **shape not just their own futures but to shape the future of healthcare.**

PASNAP Executive Board Member and Co-President of the Nurses Association of Lower Bucks Hospital Shirley Crowell came up with our HOD theme this year (just as she did last year!): “Shaping the Future of Healthcare.” The theme is based on the fact that nurses and allied professionals throughout the hospital have direct interaction with patients and their families and also interact with all healthcare team members to direct the care of the patient. “We have a responsibility to ensure healthcare is patient-focused with a goal of health equity for all,” she says. And in order to be able to advocate for our patients in the loudest voice possible, we need to stay strong and stay together.

Our solidarity—between nurses and allied professionals, between hospitals in our health systems, within our geographic regions, and across eastern and western Pennsylvania—is our most valuable resource as a Union, because it’s through our solidarity that we can continue to make a difference for our patients and our professions in the years to come.

2024 is the year we look forward—at House of Delegates, in contract bargaining, in organizing, and in the halls of our hospitals. And we’ll do it together—as a bigger, stronger, more diverse, and more engaged Union!

In solidarity and with great appreciation for all you do,

Maureen May, RN

PASNAP Executive Board Update

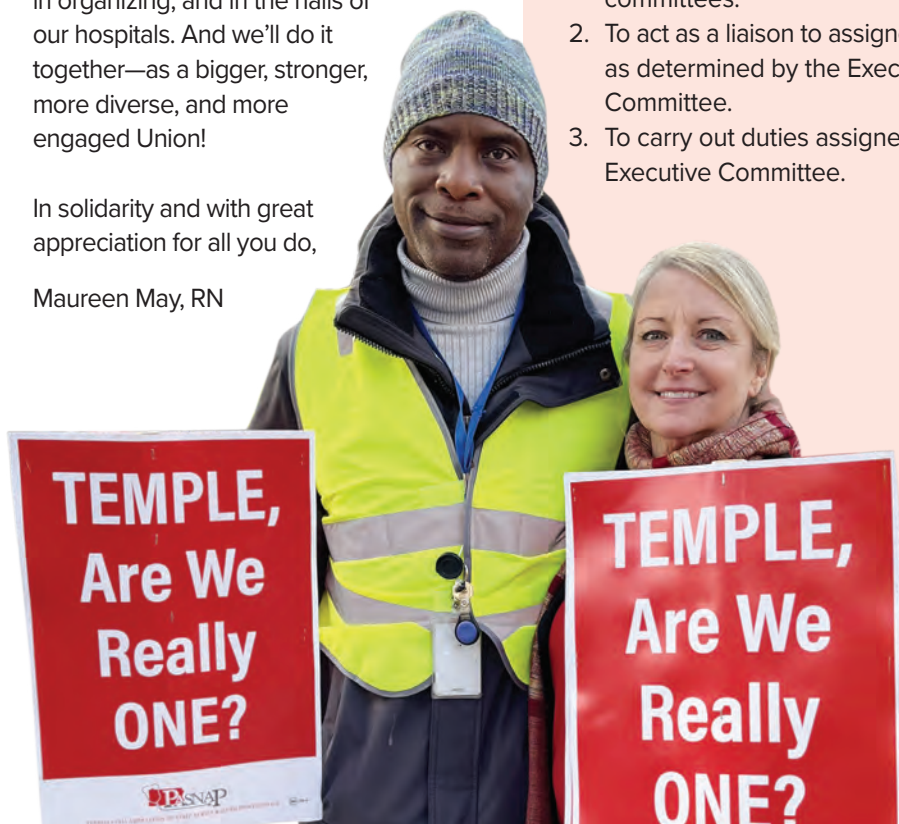
Two proposals to amend our PASNAP Constitution and Bylaws received nearly unanimous endorsement by the membership in a vote that concluded on New Year’s Eve. As a result:

Our Executive Board is now two seats larger. Prior to the Bylaws change, the Board was composed of four Executive Officers—the President, Vice President, Secretary, Treasurer, and 9 Members-at-Large. Now, we will have 11 Member-At-Large seats, strengthening our commitment to representation and diversity across the state and our Union.

Delegates to our 2024 House of Delegates meeting (see page 9 for all the info) will elect Board members for these two new Member-at-Large seats as well as two Officer seats and four additional Member-at-Large seats that are up for reelection.

Our Constitution now includes a section defining the specific powers and duties of our Executive Board Members-at-Large positions. Namely:

1. To serve on a minimum of two committees.
2. To act as a liaison to assigned Locals, as determined by the Executive Committee.
3. To carry out duties assigned by the Executive Committee.



PASNAP LEADERS ON SHAPING THE FUTURE OF HEALTHCARE



“It’s disheartening to see what the administration at my local hospital considers an acceptable healthcare plan for their own workers. So as a Member of our Union, I look forward to fighting to maintain and improve our insurance plans. I want to remind the hospital that both their patients and their employees have a right to affordable, equitable, and accessible healthcare.”

Devin Doctor, RN, Political and Community Outreach Chair, Pennsylvania Independent Nurses



“As a surgical tech at Wills Eye Hospital, I see very complicated, devastating eye issues every day. Honestly, I would prefer to see fewer of these cases. I’d like to see more health education with an emphasis on the importance of preventive care as well as regular outreach to our most vulnerable communities. Many of the people I see in the OR don’t go to the doctor regularly. They don’t keep up with their health. I’d like our healthcare system to offer affordable access for everyone, especially the people who need it the most.”

Melinda Hayes, TS-C, President, Wills Eye Nurses and Techs United



“Nurses play an important role in shaping the future of healthcare. We have direct interaction with patients and their families and also interact with all healthcare team members to direct the care of the patient. We have a responsibility to ensure healthcare is patient-focused with a goal of health equity for all.”

Shirley Crowell, RN, PASNAP Executive Board Member and Co-President, Nurses Association of Lower Bucks Hospital

PASNAP, Already Shaping the Future of Healthcare

In September, PASNAP joined a letter to CDC Director Mandy Cohen **calling on CDC to hold public meetings on the CDC’s update of the guidelines on Isolation Precautions: Preventing Transmission of Infectious Agents in Healthcare Settings in order to seek input and involvement from a wider range of experts, stakeholders and the public in the development of the guidelines.** The CDC and HICPAC was excluding key experts and stakeholders—including experts in occupational health, industrial hygiene, aerosol science, ventilation, engineering, respiratory protection, and direct care health care workers, unions, and patient advocates in the development process.

The following month, Jeanes Hospital ICU nurse and Co-President of the Jeanes Nurses Association **Kim O’Connell testified on Preventing Aerosol-Transmissible Diseases in Healthcare Settings: The Need for Protective Guidelines and Standards.** Kim is a PASNAP leader literally working to shape the future of healthcare. Webinar is available at: <https://go.rutgers.edu/PreventATD>



“The future of healthcare in my research and clinical trials world is dependent on making clinical research an appealing career path. We are working towards making this a reality through our local: the Nurses Association of Temple University. In our current negotiations, it became apparent that research nurses are making significantly less than other nurses who work in the hospital. We’re trying to close that gap to attract and retain quality research nurses for a sustained future in the field.”

Hannah Reimer, RN, President, Nurses Association of Temple University



“I would like hospital administrators to understand that the provision of healthcare cannot follow the assembly-line model. You cannot provide quality healthcare to patients by asking healthcare providers to work faster and take on more responsibilities. We need time to assess patients and address their individual needs. If a department is understaffed, many shortcuts need to be taken to get the bare minimum accomplished. We cannot provide the kind of care our patients deserve, and we get burned out worrying about the things we didn’t have time to do. Give us the staff needed to provide the excellent patient care we want to provide.”

Judy Ramos, President, Crozer Chester Society of Pharmacists

“I would like to see our healthcare system return to focusing on patients vs insurance payouts. Many of us live in the same communities we serve in, and we want to see those communities thrive! Only through our solidarity can we apply the pressure to affect meaningful change.”

Kali Gargone, RN, PASNAP Executive Board Member and Membership Chair of the Northeast Pennsylvania Nurses Association at Geisinger Community Medical Center



“My sincere hope is that we can get safe staffing where management and administrators are held both fundamentally responsible and fiscally responsible for putting patients’ safety at risk. It’s time to stop running with ‘just enough.’ I also am hopeful that on a national level, the government would remember their vitally important role of supporting community hospitals and helping with more grants and funding to keep our doors open.”

Cassie Wood, RN, President, ACMH Nurses United



“I would like to see safe staffing, worker democracy, and worker input into operations to shape the future of healthcare.”

Mary Adamson, RN, President, Temple University Hospital Nurses Association



“The future of healthcare should promote health and not make people afraid to get help. We need to focus on preventative healthcare and adequate access to healthcare for all.”

Terena Stinson, RN, Co-President, Suburban General Nurses’ Association



**CHECK OUT
THESE MOMENTS
FROM HOUSE
OF DELEGATES
2023**



PASNAP HOUSE OF DELEGATES 2024

Sunday, April 28–Tuesday, April 30
Eden Resort and Suites, Lancaster, PA

SHAPING THE FUTURE OF HEALTHCARE

Every year, we come together at our House of Delegates meeting to strategize ways to build a more powerful, engaged, and active union—to meet members from all PASNAP locals, to elect members to our Statewide Executive Board, to share what works and what we are planning in the year ahead, to learn, to collaborate, and to have fun. This year, as we reflect back on 2023, we'll also look forward to the year and decade ahead. Our theme is "Shaping the Future of Healthcare"—don't miss it!

In addition to learning how to strengthen our ability to win excellent contracts with safe staffing, solid wage increases, better working conditions and protections for caregivers, and no healthcare give-backs, we'll learn about recent wins and standards we are striving to achieve in PASNAP contracts statewide. We'll hear from an OSHA trainer about workplace violence prevention. We'll learn how using social media can strengthen your Local and raise PASNAP's profile statewide. And much, much more.

We're also excited and very proud to host operating room nurse and stand-up comedian Meg Soper this year!



PLUS: Some HOD 2023 faves are returning: Nurse Attorney Edie Brous will be back to lead an important workshop on how to document incidents and experiences for court appearances. And art therapist Stephanie Wise will once again lead "Art Therapy for Healthcare Workers" workshops.

REGISTER AND RESERVE YOUR ROOM NOW →

And contact your local board if you're interested in running for a delegate position.



PASNAP Executive Board Consent to Serve Form

2024 Election for seats on the PASNAP Executive Board

There are 8 PASNAP Executive Board positions up for re-election at this year's House of Delegates: Vice President and Treasurer, and 6 At Large Members, all with 2-year terms.

By completing and returning this Consent to Serve form, you are expressing your interest in filling one of these positions and consenting to serve in that position if elected by voting delegates.

I, _____ (print name), consent to serve as:

Vice President Treasurer At Large Member

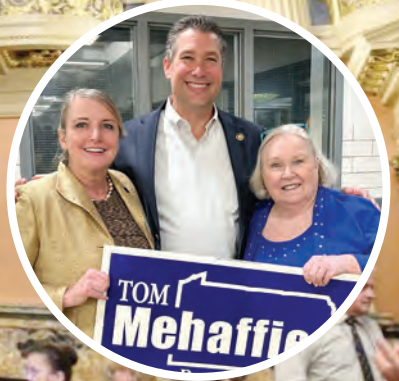
Signature _____ Date _____

Executive Board Consent to Serve forms are due to the PASNAP office by April 16; no forms will be accepted after that date. Forms can be mailed to PASNAP, 3031 Walton Road, Suite C-104, Plymouth Meeting, PA 19462-2326; scanned and emailed to hilary@pasnap.com; or faxed to the attention of Hilary Williams at (610) 567-2915. PLEASE follow up with an email to hilary@pasnap.com to alert us that your form has been submitted and to confirm its receipt.

PASNAP POLITICAL UPDATE



Representatives turn to cheer with the nurses packed into the gallery the moment the Patient Safety Act passed the House.



State Rep. Tom Mehaffie, Co-Prime Sponsor of the Patient Safety Act.

Why PAC is So Important—Have You Signed Up?

Since 2021, the Hospital and Healthsystem Association of Pennsylvania (HAP) has spent upwards of \$500,000 through their PAC to elect HAP allies—often influencing the legislature against what would be best for frontline caregivers and patients in PA. To push our legislative goals forward, we have to be able to go toe to toe with the hospital’s lobbyists. Along with in-the-building advocacy, we need resources. If we all chip in \$5 per paycheck to the PASNAP Political Action Committee (PAC)—the cost of a single cup of coffee—we can do exactly that, and fight back.

Our industry is changing rapidly, and workers are under attack like never before. But we know, when we fight, we win! Use the QR Code to sign up for PAC!

(PASNAP PAC is a completely separate fund from Union dues. Union dues are not used for political contributions.)



PASNAP PROUD: The Patient Safety Act Passed the House!

History was made on June 28th! For the first time since its introduction in the PA General Assembly more than 20 years ago, safe staffing legislation received a full vote on the Floor of the House and it passed convincingly with bipartisan support! The count was 119 to 84.

Our legislative allies resisted an intense pressure campaign from the deep-pocketed, highly influential Hospital and

Healthsystem Association of Pennsylvania (see “Why PAC Is So Important,” left) to defeat the Patient Safety Act and all it promises for patients and caregivers in PA. **This was a huge win for us, and more importantly, our patients!** And now, we are one giant step closer to having a minimum safe staffing standard in Pennsylvania!

We did this—together!



NurseStrong: Nurses from across PA in Harrisburg for the House vote!

Next Up in Harrisburg

- **The Patient Safety Act** is in the PA Senate, where we are working hard through our Senate allies to try to move the bill forward in the Health and Human Services Committee chaired by Republican state Senator Michelle Brooks.
- It looks like the **Health Facility Employee Violence Prevention Act**, which would give caregivers a seat at the table in preventing and assessing workplace violence in their hospitals, may see legislative action in the House this spring.
- **CRNA Scope of Practice Bill—Senate Bill 899**: This bill aims to modernize anesthesia practice in PA and allow CRNAs to fully utilize their education and training. It has PASNAP's support, and we are hoping it sees legislative action this spring.

Have You Signed Our Safe Staffing Petition?

Nurses across PA are calling on the state Senate to follow the House's lead and pass the Patient Safety Act, setting minimum safe staffing standards in our hospitals so patients can feel safe and nurses can feel safe in the care they provide. Have you signed? It takes less than a minute.

Use the QR code and sign now!



WE NEED YOU: Become a Political and Community Outreach Chair!

We need Members from every Local to serve as Political and Community Outreach Chairs (PCOCs), helping to lead engagement with elected officials and community members to build support for our issues in Harrisburg and in our communities. It's a lot of fun, and you can make a huge difference for your colleagues and patients.

**Interested in becoming a PCOC?
Reach out to your Local president
or PASNAP Political Organizer
Sean Gavin at sgavin@pasnap.com.**



The PASNAP CPR (Communications, Politics & Research) Department is compiling a list of legislative priorities for PASNAP caregivers: nurses, technical specialists, professionals, paramedics, pharmacists, CRNAs, midwives, social workers—you name it. Do you have a legislative priority you want to add to the list and to PASNAP's legislative agenda?

WHAT'S YOUR LEGISLATIVE PRIORITY?

**Reach out to CPR Director
Steve Morris at smorris@pasnap.com today!**

BARGAINING UPDATES



Temple Faculty Practice nurses and Temple research nurses at the Temple Coordinated Campaign picket in December.

Temple Faculty Practice RNs and NPs Win 3-Year Contract!

On Jan. 26, nearly four months after their previous contract expired, the 75 RNs and nurse practitioners who are the Temple Faculty Practice Nurses Union overwhelmingly ratified a new 3-year contract with significant wage increases (including at least \$5 per hour for the first year of the contract) designed to address dangerous staffing shortfalls in Temple's outpatient clinics serving vulnerable populations, including children, high-risk mothers, and patients with opioid addiction and HIV.

"I became a nurse at 40 years old, because it was in my heart," said Lori Ann Warren,

RN, who works in Temple Health's world renowned Pulmonary Hypertension CTEPH Program, "and like my colleagues, I am absolutely committed to caring for our very vulnerable patient populations. All we wanted in return was a fair contract with fair wages to attract and retain more caregivers who want to provide the same focused, excellent care for our patients. And today, that's what we got!"

"I am so proud of the contract we fought so hard for over many months," said Laura Fish, RN, who works in Temple's High-Risk Obstetrics Clinic. "The wage increases

and the new Nurse Practice Committee [to be composed of nurses and nurse practitioners from the clinics and Temple Health Administration and to meet every other month to tackle staffing issues as they arise] would not have been possible without the dedication and hard work of our members. We really did it together, for each other and for our patients. Everyone benefits!"

TFP is the first Local from the Temple Coordinated Campaign (see page 1 and below) to ratify a new contract.

Temple Coordinated Campaign

- **Jeanes Nurses United**
Contract Expired
- **Temple Faculty Practice Nurses Union**
New Contract Ratified Jan. 26, 2024
- **Nurses Association of Temple University**
Contract Expired
- **Fox Chase Nurses United**
Bargaining for First Contract
- **Fox Chase Techs United**
Bargaining for First Contract

"We are NOT Temple's Second Tier!"

In mid-December, 1,000-plus Temple Health employees and PASNAP members across three campuses held info pickets outside their hospitals to call out Temple's practice of emphasizing parity among its campuses but not actually delivering on it—especially when it comes to staff contracts.

"We are ONE TEMPLE" is the message shared with us by Temple Health President and CEO Michael Young, but that isn't the reality at the bedside or at the bargaining table—so we're fighting back!" said longtime ICU nurse and Jeanes Nurses United Co-President Kim Wills-O'Connell, RN. Jeanes RNs, Fox Chase Nurses United, Fox Chase Techs United, Temple Faculty Practice Nurses Union, and the Nurses Association of Temple University have banded together as "ONE TEMPLE" to run a coordinated campaign to increase their power (see page 1) to get the contracts they need and deserve. Now, that's what solidarity looks like.



Prime: Still on the Naughty List

Just days after the news broke that their hospitals are up for sale, the nurses at Suburban Community Hospital and Lower Bucks Hospital outside Philadelphia simultaneously held holiday strikes. Both Locals walked off the job for five days, from Dec. 22–27, to shine a light on mutual owner Prime Healthcare’s refusal to prioritize nurse retention (Prime—a California-based corporate umbrella for dozens of U.S. hospitals—offers its caregivers astonishingly sub-par healthcare benefits, for instance) and therefore patient care.

“A healthcare company should clearly be setting the tone for what healthcare is,” said Shannan Giambone, RN, Suburban General Nurses Association President and PASNAP Executive Board Secretary. “Their whole business depends on people seeking out good healthcare. But when it comes to their own employees, they don’t feel the need to provide us with the ability to seek out good healthcare in areas where Prime doesn’t offer it. We do our job for the hospital really well. They haven’t done right by us at all.”

Back at the bargaining table late last month for the first time post-strike, we passed proposals from both Locals to move forward with 1-year contract extensions as Prime looks for potential buyers and language to protect our Members’ jobs, accrued benefit time, and our Unions.

Raising a Fist—and a Ruckus—with Rosie!

On January 22nd, nearly 1,000 Geisinger Community Medical Center Employees across four PASNAP Bargaining Units left the bedside to alert their community to what’s happening inside the halls of their hospital and at the bargaining table: unsafe staffing that endangers patients and staff alike; lack of in-hospital protections and safety; and alarming disrespect for caregivers who risked their lives to care for the Scranton community during the pandemic and continue to serve that community with passion, dedication, and expertise.

“This picket is about injustice—the injustice of a \$7 billion company taking from its caregivers and, by extension, its patient community,” says Jen Huber, RN, president of the Northeast Pennsylvania Nurses Association at GCMC. “We want the community to know how unjustly the people who are dedicated to their care are being treated.” Now, thanks to a massive picket attended by hundreds of PASNAP caregivers, they do. Check the PULSE for news as negotiations continue.



Bargaining Begins at St. Chris

Close to 500 nurses at St. Christopher’s Hospital for Children, jointly owned by vehemently anti-Union Tower Health and Drexel University, started bargaining on Jan. 24, one week to the day before their contract expired and just weeks after Tower ran an ugly—and unfortunately successful—decertification campaign against the 1199C service workers at the hospital. Staffing is a key issue for the nurses. “If staffing is inadequate, it’s always the patient who suffers,” says St. Christopher’s Hospital for Children Nurses United President Sue Swift, RN. “And at St. Chris, those patients are very vulnerable children and families, who are already suffering.” Check the PULSE for news as negotiations continue.



ORGANIZING UPDATES



In a remarkable organizing run, six new Temple Health Locals unionized with PASNAP in the last seven months, and as a result, we are now more than 10,000 Members STRONG! We have more than doubled our membership since 2016! We are truly

#PASNAPSTRONG

Chestnut Hill RNs and Techs Vote to Unionize with PASNAP!

More than 300 nurses and technical staff at Chestnut Hill Hospital, part of the sprawling Temple Health system, voted overwhelmingly, in separate elections on Dec. 11, to unionize with PASNAP! They joined more than 3,000 Temple caregivers in nine Locals across four campuses (Temple Main plus three suburban campuses—Jeanes Hospital, Fox Chase Cancer Center, and Chestnut Hill Hospital) now represented by PASNAP. Welcome to PASNAP, Chestnut Hill RNs and Techs!



Fox Chase Cancer Center Office of Cancer Research Professionals Unionize with Us!

To cap off an extraordinary year of PASNAP organizing in one extraordinary week, 84 Temple employees in the Office for Cancer Research at Fox Chase Cancer Center voted decisively to unionize with PASNAP on December 13th—just one day after 1,000 of their fellow Temple Health employees and PASNAP members across three campuses picketed outside their hospitals to urge Temple to invest in staff retention and quality patient care (see page 13). Welcome to PASNAP, OCR pros!



Jeanes Techs Vote YES!

On February 1st, 128 technical specialists at Jeanes Hospital—another Temple Health facility—voted to join their Jeanes siblings—Jeanes Nurses United—and unionize with PASNAP! It was a mulligan attempt for the techs, and the second time proved to be the charm: They won by a landslide—85 to 21! Welcome to PASNAP, Jeanes technical specialists!



Fist bumps to you, Jeanes nurses! You are living proof of how coming together can make a huge difference, inspiring our coworkers to join the fight as we raise the standard for all healthcare workers in Pennsylvania!

PASNAP EXECUTIVE BOARD

We're proud that our union is run by dedicated nurses and healthcare workers elected by their peers. These leaders from across the state define our vision, set our priorities, and work to advance the best interests of healthcare workers and patients throughout Pennsylvania. Don't hesitate to reach out with any question or concern.

OFFICERS



MAUREEN MAY
President
Temple University Hospital
Nurses Association



ANGELA NEOPOLITANO
Vice President
Crozer Chester Nurses Association



TAMMY MAY
Treasurer
Pennsylvania Independent Nurses
(at Butler Memorial Hospital)



SHANNAN GIAMBONE
Secretary
Suburban General
Nurses' Association

BOARD MEMBERS AT LARGE



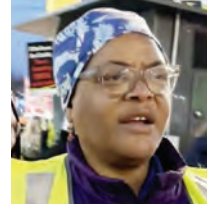
DEBBI BOZEMAN
St. Mary United
Nurses Union



KALI GARGONE
Northeast Pennsylvania Nurses
Association (at Geisinger
Community Hospital)



CARLA LE'COIN
Einstein Nurses United



PHYLLIS BROWN
Temple University Hospital
Nurses Association



BERNADETTE GOLARZ
Temple North Anesthesia
Coalition



PEGGY MALONE
Crozer-Chester Nurses Association



SHIRLEY CROWELL
Nurses Association of Lower
Bucks Hospital



KEN HARNER
Eagleville Nurses and Techs United



SABRINA NIXON
Temple Allied Professionals

Meet Sabrina—PASNAP's Newest Executive Board Member



In December, we welcomed longtime Temple Allied Professionals member and lead medical technologist in Temple's microbiology lab Sabrina Nixon to the PASNAP state Executive Board. Sabrina brings more than 35 years' experience as an allied health professional to the board: "Our disciplines are unique to each profession, and every type of tech has a different workflow," she said. "I'm thrilled to represent the needs and experiences of techs and to continue to serve my community, my patients, and all frontline healthcare professionals across our Union."



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If you are not receiving PASNAP emails and would like to OR if you're having trouble connecting with us on social media in any way, please reach out to Megan Gorman at mgorman@pasnapp.com.

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