



**Debbie White, RN
HPAE President**



HPAE

AFT/AFL-CIO

COVID-19: Members in Memoriam

As frontline healthcare workers, all HPAE members are valiantly serving, protecting, caring for, and healing patients during this unprecedented time, with little concern for themselves. For those who have lost their lives in the line of duty due to COVID-19, we, as your sisters and brothers in the HPAE family, honor you here.



Nancy Martell
Patient Care
Technician
18 Years of Service
Local 5030 -
Palisades Medical
Center



Susan Cicala
RN
8 Years of Service
Local 5089 -
Northern
State Prison/Rutgers
UCHC



Nagi Abraham
Lab/Hematology
11 Years of Service
Local 5094 -
University Hospital



George Sisnero
Registered Nurse
31 Years of Service
Local 5089 -
University Hospital



Maria Luisa Lopez
RN
11 Years of Service
Local 5185 -
Bayonne Medical
Center



Alfredo Pabatao
Transporter
18 Years of Service
Local 5030 - Palisades
Medical Center

Exposed & At-Risk

NJ healthcare workers reveal how our safety systems failed them during the COVID-19 pandemic

The majority of healthcare workers surveyed...

- Said they were exposed to COVID-19 at work.
- Reported providing direct patient care to COVID-19 patients without appropriate PPE.
- Used their own PPE at work to stay safe.



Survey respondents reported...

Our survey gave us a frontline picture of the shortcoming of our pandemic response and the impact those gaps had on not only the workers, but on the care they provided and on the public's safety.

HCWs were largely alone, with little consistent guidance from the state or federal agencies.

- Shortages of PPE – respirators, surgical masks, gowns and faceshields
- Lack of training and fit-testing of PPE
- Lack of testing, delays in results for staff and patients
- Inadequate quarantine and paid leave time for staff
- Retaliation against staff who raised concerns or objections to unsafe practices



The Failures of our Safety Agencies



@CDC must protect healthcare workers, we protect patients with #COVID19. If we get sick, how will we keep patients safe?



HPAE Employer Safety Violation List

Hackensack Meridian Health The Harborage

[OSHA HMH Harborage **Fit Tests-Respirators** Citations 2020](#)

Hackensack Meridian Health Jersey Shore Medical Center (JSUMC)

[OSHA HMH JSUMC **Fit Tests Hazards** 2020](#)

[OSHA HMH JSUMC **Respirators and PPE Hazards** 2020](#)

[OSHA HMH JSUMC Hazards **Booker 3 Hazards** 2020](#)

Hackensack Meridian Health Palisades Medical Center

[OSHA HMH Palisades **Fit Tests Letter** 2020](#)

[OSHA HMH Palisades **Fatality Transporters** Citations 2020](#)

[OSHA HMH Palisades **Fatality ER PCTs** Citations 2020](#)

CarePoint Bayonne Medical Center

[OSHA CarePoint Bayonne **Medical Center Fatality Citations** 2020](#)

CarePoint Christ Hospital

[OSHA CarePoint Christ **Hospital Log Access Citations** 2020](#)

[OSHA CarePoint **Christ Hospital Respirators Citations** 2020](#)

[OSHA CarePoint Christ **Hospital Fatality Citations** 2020](#)

Llanfair Rehabilitation Center

[OSHA Llanfair **PPE-Respirators-Hazcom-Safe Lifting Logs Citations** 2020](#)

Rutgers University/DOC

[PEOSH Rutgers Prisons **Respirators-Training-Hazard Assessment** 2020](#)

[PEOSH Rutgers Prisons **Northern State Fatality Letter** 2020](#)

Sunrise House

[OSHA Sunrise **Respirators-PPE Hazards** 2020](#)

Virtua Memorial Hospital

[OSHA Virtua Memorial **Respirators-PPE Training Notification Hazards** 2020](#)



Sharon Heath, Local 5621

NURSES WEEK 2020
"My mom told me I always said I wanted to be a nurse. I guess I wanted to take care of people. What I do in palliative care makes a huge difference. I break down medical terms into everyday language for families during emotional times, when families are under a lot of stress. You can see how it makes a difference, especially in end of life situations."



HAZARD PAY!
At Christ Hospital and Bayonne Medical Center
HPAE

Englewood Hospital & Medical Center for 20 years and have never experienced anything like the first and current wave of COVID-19."

~ **HPAE local 5004**
President Alice Barden, RN



Lorna Mickie Miquiabas, Local 5030

NURSES WEEK 2020
"I have been a nurse for 40 years. My aunts and cousins, who were all nurses, inspired me to become a nurse...Nurses help heal people from suffering, help them get better. Now, more than ever, support your local nurses."



HPAE
Protect those WHO CARE


#COVID-19
Virtual Rally



EXPOSED & AT-RISK

Bargaining for the Common Good: Pandemic Preparedness Committees

HPAE has advocated for transparency and accountability at the state level and within our healthcare facilities.

By ensuring labor unions have a voice in improving health and safety protocols to protect workers and patients, we can advocate for:

- Contact Tracing
- Quarantining
- Testing
- PPE
- Co-horting
- Patient Outcomes



HPAE

Putting care first

NJ Legislative Victories

Workers Compensation – Presumptive Eligibility

S.2380/A.3999: A law to presume that frontline workers who contract the virus got it from workplace exposure for the purposes of employment benefits, including but not limited to workers' compensation benefits.



COVID-19 Racial Data Tracker

S.2357/A.3943: A law to require hospital to report COVID-19 demographic data, including the age, ethnicity, gender and race of persons in this State who have tested positive for COVID-19 or who have died from COVID-19, and the number of persons who attempt to get treatment for COVID-19, the number who are admitted and the number of persons who attempt to get tested and were turned away.



HC Worker Exposure Data

S.2384/A4129: A law to require healthcare facilities to report COVID-19 data related to healthcare workers and certain first responders to the New Jersey DOH. An analysis of the data will help shape legislation, policies, and protocols for future outbreaks.

