

## From The President's Desk

Dear Brothers and Sisters of PEMSA-NJ,

As a registered nurse, I belong to the HPAAE, and yes, I pay dues as a per diem employee at Jersey Shore University Medical Center. In a HPAAE newsletter I received from my local President a great analogy was made and I would like to share it; Like individual snowflakes in a storm, let's band together and make an impact in our workplace. United we are strong, and together we get things done!

Fred Giersch, MICP, is working with a group of members to give a facelift to the PEMSA-NJ web site. It is our desire that once this page is refreshed, it will once again be our main line of communication. This, along with PEMSA-NJ face book and twitter accounts, IAFF cell phone app with our specific local page, and monthly newsletters, communications with our membership should be better than ever. To avail yourselves of the information available, you must take active steps to receive it. You must forward your cell phone number and email address to Terence Whalen, Sign on to our local Facebook or twitter accounts, and, when ready, our web page.

We have recently had members ask where they can review meeting minutes and our Treasurers' report. Over the years this has been a subject of debate and it was decided that the Minutes and Treasurers Report would not be posted. With that said, the previous months' meeting minutes are read and approved along with a treasurers report prior to the start of new business. We have an accountant that reviews our treasury and prepares our tax filing on an annual basis. In addition, we have recently formed a financial review committee who will have full access to review the treasury on an ongoing basis. PEMSA-NJ Officers are bonded to protect the membership.

So you ask "how are your monthly dues contributions spent?" Approximately 2/3rd of your dues are paid to the IAFF/PFANJ in monthly per capita. The remainder of your dues is primary paid for professional services, i.e. legal representation and accounting services. At this time we have approximately \$75K in legal fees that remain unpaid. Know that every penny the membership contributes is used to strengthen the future of our local.

Respectfully,  
Mary Daley, RN, CEN, NREMT=P  
President PEMSA-NJ  
IAFF Local 4610



## CONTACT LIST

Mailing address:  
Professional Emergency Medical Services Association of New Jersey  
PEMSA-NJ, IAFF Local #4610  
PO Box 8  
Toms River, NJ 08754

**Per Article 1 Section, D. ii. The following union representatives are currently PEMSA Executive Board Members**

Mary Daley – President  
Cell - 848-992-0470  
Fax - 732-982-5063  
Email – [president@pemsanj.com](mailto:president@pemsanj.com)

Michael Welsh – Vice President, South  
Phone - 732-620-1562  
Email – [vp-south@pemsanj.com](mailto:vp-south@pemsanj.com)

James DeVico - Vice President, North  
Phone - 973-886-1268  
Email - [devico.jim@gmail.com](mailto:devico.jim@gmail.com)

Dennis Smith – Treasurer  
Cell - 609-226-7730  
Email – [treasurer@pemsanj.com](mailto:treasurer@pemsanj.com)

Barbi-Lyn Chappell – Secretary  
Cell – 732-580-8174  
Email – [secretary@pemsanj.com](mailto:secretary@pemsanj.com)

Julia Gomes - Secretary  
Cell - 732-558-0171  
Email - [jewelsgomes@gmail.com](mailto:jewelsgomes@gmail.com)

### Current PEMSA Delegates

**Administrative Delegates**  
Ken Baker  
Phone - 732-312-4207

Margaret Doyle  
Phone - 732-600-7198

Brian Lowndes  
Phone - 609-651-5675

Pat Gleason  
Phone - 352-536-4575

**Delegates**  
Christopher Carrieri  
Phone - 732-995-8339

Theodore Cerrachio  
Phone - 702-485-8204

Denise Cooney-Zajkowski  
Phone - 201-264-3794

Stacy Fagan  
Cell - 732-597-6806

Brian Keene  
Phone - 732-267-5680

Dennis Kruk  
Cell - 973-727-5343

Jennifer Purcell  
Phone - 732-597-1998

Terence Whalen  
Cell - 201-595-9809  
Email - [terence.whelen@pemsanj.com](mailto:terence.whelen@pemsanj.com)

PLEASE CONTACT THE APPROPRIATE INDIVIDUAL ABOVE WITH ANY QUESTIONS OR CONCERNS YOU MAY HAVE.

March 2015

# PEMSA-NJ 4610 NEWSLETTER



### IMPORTANT DATES

March 30, 2015 - 19:30  
Northern Caucus  
Kenilworth VFW - Kenilworth NJ

April 14, 2015 - 20:00  
PEMSA-NJ Meeting  
Location TBD





*BLS, ALS & Air all working together for the betterment of our communities. All of which are dispatched by our brothers & sisters in MONOC's Call Center (not pictured).*

## **Grievances**

Please use the following procedure in the event that you encounter an issue with MONOC management (i.e. payroll issue).

- 1) Attempt to rectify the issue yourself.
- 2) In the event that an issue can not be satisfactorily rectified between you and MONOC, please contact a DELEGATE from your division (i.e. North/South).
- 3) Explain to the delegate your situation and the pertinent facts.
- 4) The delegate will then pass this information along to the appropriate VP who can hopefully find a resolution between MONOC and you.
- 5) You will be informed of the determination that was made.

# CBA UPDATE

In the spring of 2014, PEMSA filed a grievance relating to the reimbursement of the flight team as per Article 33(A). MONOC denied the Grievance in Step One and in Step Two and declined to go to mediation. PEMSA-NJ directed our legal counsel to advise MONOC of our intent to file a Civil Action challenging MONOC's position. Civil actions are costly endeavors which we hoped to avoid as we are already involved in a Civil Action against MONOC regarding the grievance procedure.

During this process PEMSA-NJ and MONOC have been at the bargaining table working toward our next Collective Bargaining Agreement. With the guidance of our legal counsel the following agreement has been reached: Since MONOC and PEMSA are bound to a Collective Bargaining Agreement ("CBA") effective through June 30, 2015, the parties mutually agree to amend the terms of the CBA with regard to reimbursement of certain Flight Team expenses incurred by flight team members, and provide for a provision requiring mandatory direct deposit/pay card for all bargaining unit employees.

THEREFORE, the parties agreed to the following:

1. Article 33(A) of the CBA shall be amended by adding the following language as a new subsection (i): "Such reimbursement shall be independent of the employee's educational assistance amount under Article 23(C)(i)." (\*MONOC's past practice was to reimburse these expenses from the employees Tuition Reimbursement Benefit).
2. Article 45 of the CBA shall be amended by adding the following as a new Section C: "MONOC retains the right to implement a mandatory direct deposit with electronic paystubs. For any employee who does not wish to participate in direct deposit, MONOC will issue an "ALINE" pay card through ADP or a substantially similar card through another service of its choice."
3. All other terms and provisions of the CBA shall remain in effect.

This agreement ensures the flight team will be reimbursed for the costs cited in Article 33(A) and allows MONOC's upgraded payroll system to move forward.



# INFORMATION CORNER

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Feel free to use the information below to acquaint yourself with some of the lesser known happenings of our local. Remember, knowledge is power!  
The better we know our collective bargaining agreement, and MONOC's policies and procedures, the easier it will be to achieve future gains.



## CONTRACT HIGHLIGHTS: 2014 CBA

### Article 11 Salaries

Employees shall receive a merit increase in their base rate effect the first full pay period of Jan, 2014 and 2015. There are conditions attached to the merit based raise.

-Each employee must be continuously employed in a bargaining unit position from the dates specified in the CBA....and have completed the 2013 and/or 2014 annual competency and evaluation. **If the employee does not complete this requirement they are not eligible for the raise.**

-An employee will not qualify for the merit increase if the employee (1) changed title between dates specified in the CBA. **Basically if you got a new position that afforded you a pay increase. MONOC will calculate the merit increase only for the hours worked in the former title and the employee shall receive a one-time payment equal to the merit increase on said isolated hour.** (2) took a Leave of Absence of 90 days or greater between dates specified in the CBA. **Employees out due to Workers Compensation injury are eligible for the merit raise.**

**We are highlighting the Article due to the fact numerous employees have not completed their competencies despite memo's from MONOC and notification from PEMSAs-NJ. Lastly, annual competencies are a state requirement and if MONOC desire the failure to comply with this requirement could jeopardize your position.**

**We are hoping to negotiation in the next CBA that the competencies and written exam are strictly educational and not used to downgrade your evaluations. PEMSAs-NJ supports annual competencies and believes they should be used by everyone to improve your knowledge base and practice your high acuity low use skills.**

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## POLICY HIGHLIGHTS: 2015 - PLEASE REFER TO POLICY & PROCEDURES UNDER THE HR INDEX SECTION OF MONOC EMPLOYEE WEBSITE FOR FULL POLICY.

Policy 703 - Operation of Vehicles - PEMSAs has seen several employees disciplined for not wearing seat belts (caught on the Drivecam). Please take a look at the below excerpt from MONOC's policy.

b) Drivers shall ensure that all vehicle occupants wear seat belts or stretcher restraints, including people in the patient compartment. Refer to section 4 of this policy for details.

### 4) Use of seat belts and Restraints

a) It is the responsibility of all crew members to secure passengers and themselves in the vehicle. Employees shall ensure that all front seat passengers and crew are appropriately secured by means of a seat belt while the vehicle is in motion.

b) Employees shall ensure that all passengers and crew in the patient compartment are appropriately secured on the captain's chair and /or the bench seat by means of a seat belt while the vehicle is in motion. Employees may remove the seat belt while the vehicle is in motion only when patient care requires.

c) Employees shall secure all stretcher bound patients on the stretcher with a minimum of three straps with automotive style buckles and the shoulder harness. The straps shall be placed as follows; one across the chest, one across the waist, one across the legs, all straps shall be snug against the patient. The stretcher shall be secured in the patient compartment of the vehicle by means of the supplied stretcher-locking device.

d) Each vehicle shall be equipped with a child safety seat meeting state law specifications. Child safety seats shall be used for any child that is below the age of eight years of age and/or less than 80 lbs. while the vehicle is in motion. A child that is secured in a safety seat must be secured in the patient compartment on the captain's chair or the stretcher. The use of a child safety seat on the front seat of the cab is contraindicated. It shall be the employee's responsibility to properly secure the child safety seat and appropriately secure and adjust the child in the safety seat. When available, it is preferable to use the child's own car seat.

e) All equipment, supplies, and loose objects must be secured in a cabinet and/or by straps with automotive style metal buckles in the vehicle to prevent the potential of dangerous projectiles in the event of a crash.

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## CURRENT CIVIL ACTION

On February 6<sup>th</sup>, 2015 : PEMSAs-NJ continue to fight via our legal counsel to get a northern employee that was terminated "without just cause" to be included in our Civil Action. This members individual case has been appealed to the 3<sup>rd</sup> Circuit. He has been provided copies of the appeal.

PEMSAs-NJ as a whole is waiting for a summary judgment decision from Magistrate Judge Arpent regarding our Civil Action against MONOC. I have been advised that the Magistrate Judge could rule in MONOC favor and they would win. If he does not rule in MONOC's favor then we will move on to trial....we believe, along with our legal counsel that their a large number of disputed facts that would require a trial to be held. Our attorney's cannot provide me a time frame on when the decision would be rendered.

Sincerely,  
Mary Daley, RN, CEN, NREMT-P  
President PEMSAs-NJ