

THE STETHO-SCOOP NEWSLETTER

LOCAL 4-200
WINTER 2025/ VOL. 02



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ABOUT THIS NEWSLETTER

EMPOWERMENT AND YOU!

What is empowerment? How does it help us as nurses? Empowerment is permission for you to use your voice to speak up for things that are important to you. Being an active participant in your union empowers you to advocate for yourselves and each other. By embracing that voice, we can effectively communicate our needs to management and hopefully resolve the issues at hand. One will build confidence when finding and using that voice as well as demonstrating to others the ability to effectively communicate. Our voices are louder together and cannot be easily ignored!

The union needs you to be active collaborators with management to resolve issues. As nurses we are natural advocates for our patients. We can easily be advocates for ourselves too. You are empowered. We all are. Express yourself professionally and clearly. Facts are essential. Do your homework and present your case! If an acceptable agreement can't be reached please feel free to reach out to your union leaders. We are here for you!

-Nancy Lipschutz

MY ASSIGNMENT IS WHAT?!?

When assessing your work environment and identifying that it's unsafe, you should fill out a protest of assignment. Using these, the executive board sits with the hospital and identifies areas that need more support. They are not ignored!

It's important to note that the Hospital cannot pay the union if we are awarded the stipend, they need to directly pay qualifying members. That being said it's important to fill out protests with full names, dates, locations, and details of the assignment. We will continue to push for safe staffing because it's what we and our patients deserve!

-Stephanie Barrera

Since last issue:

- Our members voted to participate in the hospital's Adopt-a-Family, donating \$2700 in ShopRite gift cards.
- We have built up a team of shop stewards to help members understand their rights and help escalate issues.
- Union leaders have begun making appearances during unit meetings. These contractually protected appearances are additional opportunities to begin dialogue about issues on your unit. If we haven't reached yours yet, look forward to it!

Local 4-200 Executive Board:

President - Jennifer Kwock

Vice Presidents - Stephanie Barrera
- Nancy Lipschutz

Recording Secretary - Christina Cipaldo

Financial Secretary - Marie Altoveros

Treasurer - Jessica Newcomb

Chief Shop Stewards - Carol Tanzi

- Christian Kane

Trustees - Sweet Jessica Galvarole

- Ryan Siegel

- Louise Gurgui

Newsletter Contributors

Editor - Christian Kane

Special thanks to our founding members for their many contributions to the success of this newsletter, from its name and appearance to its content focus:

-Stephanie Belonia

-Erika Colindres

-Amanda Leger

-Will Mumford

Please Email

4200Newsletter@gmail.com if you have any questions, concerns, stories, or interest in the newsletter team!

Membership Meetings:

Magyar Reformed Church

175 Somerset Street

New Brunswick

March 6th - 8 pm

April 3rd - 8 am

May 1st - 8 pm

June 5th - 8 am*

***At Local's Office ,**

1440 How Lane, Suite A

North Brunswick

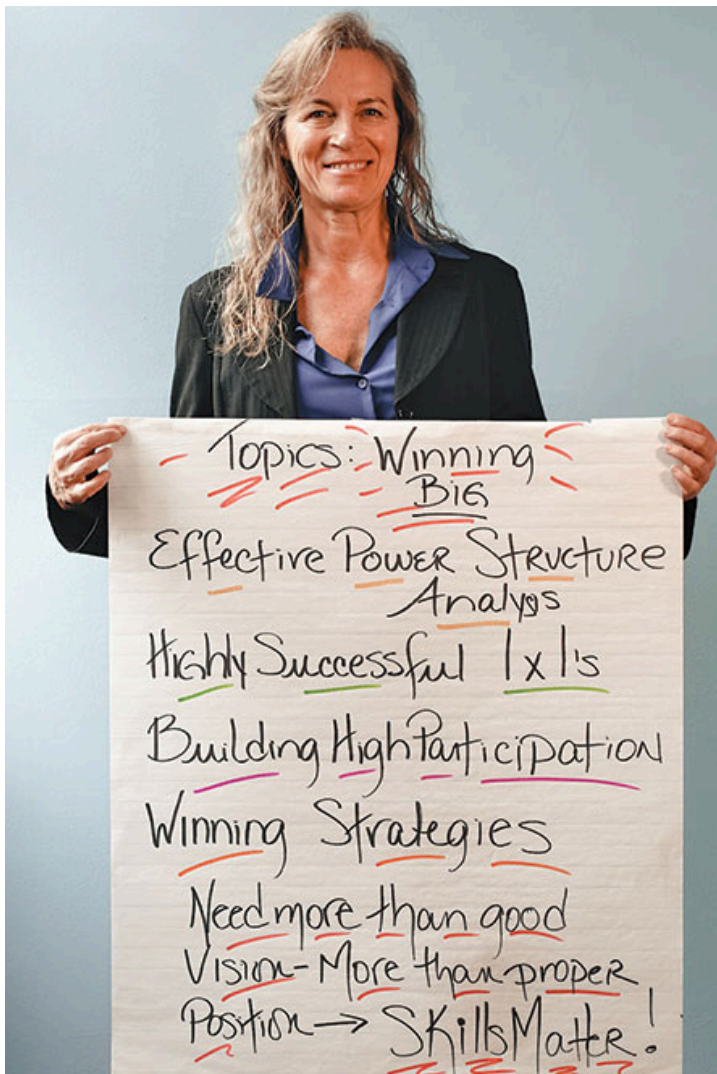
STEWARD'S CORNER

JANE MCALEVEY (10/12/64-7/7/24)

SCHOLAR, AUTHOR, ORGANIZER FOR LABOR, ENVIRONMENT AND COMMUNITY ISSUES

I want to invite everyone to embrace the legacy of Jane McAlevey. Jane was a ferocious organizer for labor, environment and community issues, a scholar and an author. Most importantly she recognized that only groups of rank and file workers-through the power of organizing-have the adequate force to significantly change our work places and society at large.

Jane spent her career developing her model of "Whole Worker Organizing" that recognizes the importance of seeing workers and their communities as a whole. By realizing that we have more in common with our community than with our employers, we are taking the first step to success. This concept, as an organizing model, gave rise to the AFL-CIO (American Federation of Labor and Congress of Industrial Organizations) recruiting Jane to work for their organizing department.



From 1997-2001, Jane was the head of an experimental multi-union campaign in Stamford, Connecticut. This was a multi-union campaign that brought together union members and their communities, proving that they were not two separate groups. Jane recognized that in order for unions to build power – they need to organize their members as members of their own communities. She taught workers to transform their unions from within.

Jane's teachings in her book "Secrets of a Successful Organizer" describe the three common approaches to gaining power as advocacy, mobilization, and organization. Advocacy relies on experts, lawyers and lobbyists to promote a cause. Mobilization is a method of motivating "like-minded people" to act on their current beliefs. The most difficult but most effective method is organizing.

Organizing is what we need to build our union into a formidable power for change. Change in the contracts we win, and change in how we are treated in the workplace. When I think back on the strike and what we were able to pull together, it was because we had a shared vision and unwavering dedication to making it happen. Everyone pulled up their sleeves and worked tirelessly to start a movement for safe staffing in the state of New Jersey. We had leaders who were not afraid to challenge the status quo, and brave enough to stand up for our patients and ourselves – and we did, together.

But there is so much more to accomplish and we need every single member to understand that our power comes from them. Our power magnifies when we embrace our communities. Our communities benefit from aligning with other labor unions, and that is how we build real power to fight corporations. We don't have billions of dollars at our disposal, but we do have billions of workers. Imagine a world where we come together as workers-and are able to win strong contracts with real raises- stopping the efforts of corporations to diminish our value and quality of life.

This is my proposal for a path towards building our power. By engaging and making real relationships with each other and doing the hard work of sharing the teachings of Jane McAlevey, this is attainable. Then we will be harnessing our collective power, and reaping the benefits of our hard work. Together this is possible, starting now. **-Carol Tanzi**

HONORING BLACK LABOR HISTORY

February is Black History Month, and today let's dive into the powerful contributions of Black workers to the labor movement!

Did you know that the labor movement and the fight for civil rights are deeply intertwined? Black workers have been at the forefront, advocating for fair wages, better working conditions, and equal opportunities.

From the early days, they faced discrimination and exclusion from many unions. But guess what? They didn't back down! They formed their own organizations and fought for their rights. A. Philip Randolph, for example, founded the Brotherhood of Sleeping Car Porters, which not only improved conditions for its members but also became a strong voice in the civil rights movement.

And let's not forget about the incredible contributions of Black women in the labor movement! Leaders like Ella Baker and Fannie Lou Hamer fought for both workers' rights and the intersectionality of race and gender. They championed inclusion and equity for Black women in the workplace and beyond.

The civil rights movement of the 1960s also had a HUGE impact on labor struggles, reshaping policies and practices

for greater representation and opportunities for Black workers. As we honor these contributions this month, let's remember that the labor movement is an ongoing struggle for equality and justice. By understanding this legacy, we can appreciate how race, labor, and civil rights are interconnected and work together for a brighter, more equitable future for ALL workers."

-Sweet Jessica Galvarole



Pictured: Ella Baker (Left) and Fannie Lou Hamer (right)

UNION THE FILM

"The Revolution will not be televised." –Gil Scott-Heron

Union was filmed on the ground alongside the organizers that won the first campaign to unionize an Amazon warehouse in the United States. The Amazon Labor Union (ALU) was formed by Amazon warehouse employee Chris Smalls in response to Amazon's handling of Covid-19, in which they continued their time-honored tradition of putting their workers' health and safety at risk to achieve record profits. This historic, independent campaign shows the true grit and determination that the labor movement needs to survive in the modern world. The sights of cookouts and tents on the street in all kinds of weather should be a familiar one to the many 4-200 members who endured our 134 day long strike. The ALU survived and succeeded because of the same reasons that we did: strong unions are a community built upon our strength, values, and determination.

In another eerie similarity to our strike, the film has been subjected to a media blackout despite winning dozens of awards since its premiere at the Sundance Film Festival. The filmmakers have been forced to self-distribute the film, due to the enormous influence that Amazon (and by extension modern robber baron Jeff Bezos) has over the media. Not only does Amazon own MGM Studios, it hosts

over 30% of the entire internet, including the services that most streaming services rely on. Even studios that do not use Amazon Web Services (AWS) wouldn't distribute the film for fear of future consequences if AWS continues its dominance over the internet. Gil Scott-Heron's words couldn't be more true.

You can watch *Union* at UnionTheFilm.com, where it is available for rental. **-Christian Kane**



Pictured: ALU Founder Chris Smalls (center) celebrates successful unionization campaign with organizers and

TRUNK OR TREAT 2024

In case you missed the Local's second annual Trunk or Treat, here's a selection of photos from the event! Our very own Pediatric Transport team stole the show with their extra spooky ambulance!



SOLIDARITY CENTER

FOR AN HOUR OF YOUR TIME

Please support our brother Dominik Dimaano who is battling cancer

As a local we are a powerful force for good within our communities. In our first issue, we wrote about Karen Carey's Backpacks for David, which by all accounts was once again a resounding success. This issue, we bring a different drive to your attention in the hopes of helping one of our own in need.

Our union brother Dominik Dimaano of the adult rapid response team has been battling brain cancer for the past several months. Our members have rallied around his GoFundMe, which raised over \$25,000 to help him and his family during his recovery. Due to his extended medical leave, he has completely exhausted his PTO and sick time, and so the local is now raising PTO for him to maintain his health insurance during a time where he should be focused on recovery - not how to maintain his job or figuring out

how else he can maintain his providers without our insurance plan. Our contract's donated leave program (article 12.4) gives us the opportunity to support each other in circumstances just like Dom's. It allows RNs to donate up to 40 hours of PTO to one another from our PTO banks. By donating PTO to Dom, we can directly support him by helping maintain his employer provided health insurance. There are nearly 2000 of us. ***If we each gave one hour it could sustain Dom for an entire year.***

If you are near your PTO cap, or just feeling generous, please submit a PTO donation form (usw4200.org/resource/pto-donation-form) to Local4200Newsletter@gmail.com. We can assist you in filling out the form and ensuring correct submissions to the hospital.

-Christian Kane

"NOT THE NURSE"

-ANONYMOUS

I won't say I'm a nurse
I said to myself
As we walked through the foreign hospital doors
We're here for surgery
I said to the receptionist
While staring at the scuff marks on the floor
We walked to the waiting room, to listen for his name
My family anxiously awaiting the start
Of a whirlwind of experiences, and hours of waiting
For the board to read, the "In recovery" mark
My thoughts were racing
Worrying about the unknown
And when I was just about over the edge,
We heard, "his recovery nurse is on the phone"
She said "he's sleeping, he's comfortable,
he doesn't have any pain,
he's not ready for visitors, but when he is,
I will call out your name"
Then the surgeon came out
And he spoke to me and his wife.
He said "the tumor is all gone, but as you know,
this is only the start of his fight"
After that, I don't know what he said
He could have been speaking another language,
I was just stuck in my head

The worry, the concern, all of knowing just too much,
but cancer is not my background, and in this situation,
I just don't know enough
When the nurse called us back, it was like a parallel world,
how could I get through this -
I am not the nurse, I am just a girl
The loss of control, of what happens next,
my ICU background, my experience
I was not prepared to be the one sitting beside the hospital bed.
I am the family member,
in patient and family centered care
my brother is the patient
and none of it seems fair
I am not the nurse, I told myself again and again
I had to learn to let go of control,
And let reality sink in
I take this memory with me
Deeply rooted in my core
I'll always remember what it was like,
when I was just a family member,
nothing more
You see when roles are reversed,
you truly open your eyes,
Because then you'll really know it's like,
When you're sitting on the other side.

IN MEMORY OF R.B.