



HPAE

LOCAL 5186 NEWSLETTER

A Newsletter for the members of HPAE Local 5186 at Christ Hospital

The Turning Point

August 2025

A Message from your Local Executive Board

Greetings Local 5186 Members,

Because we stuck together and stood strong, we have won an excellent Union Contract! Please save this letter to help you understand the important points in our New Contract.

Not only did we fight off Management's attempts to cut millions of dollars from us, but we won fair pay, better benefits, and safe staffing.

Our new contract is only as strong as we are, so we urge you to report violations to your union reps, join a committee, attend Union Meetings, and fill out Unsafe Staffing Forms.

In service,
The HPAE Local 5186 Executive Board

Important Changes: Together, our union won improvements in all areas of our wages, benefits, and working conditions. The next pages deal with Staffing, Wages, and Insurance. Here's what else you need to know:

- 1) Stolen Time: All time that was stolen this Spring is subject to a court order. It will be placed in a separate bank and can be used however you like. If you resign, you will be paid out at 50% for stolen time accrued after May 1, 2024, and 35% for time accrued prior to May 1, 2024. If you Retire in the next 2 years, you will be paid out at 100% over 9 months, provided you are 65 years old and don't work at a NJ hospital in a 10-mile radius for those 9 months. All other time stays the same.
- 2) Easter/MLK Day is no longer a holiday. Instead, you'll get an extra PTO Day.
- 3) PTO will no longer move to the 'XVac' bank before it expires. It will stay in the same bank. You will need to **use it or lose it**.

Union Resources:

Unsafe Staffing Form:	https://www.hpae.org/resources/unsafe-staffing-form/
Local 5186 WebPage:	https://www.hpae.org/local/local-5186/
HPAE Retiree Medical Trust:	https://www.hpae.org/resource/rmt/
AFT Occupational Liability Insurance Plan:	https://www.hpae.org/resources/aft-occupational-liability-insurance-plan/



A Newsletter for the
members of HPAE Local 5185

110 Kinderkamack Road
Emerson, NJ 07630
Phone: 201-262-5005
www.hpae.org



Address Service Requested

PRESORTED
FIRST CLASS MAIL
U.S. POSTAGE
PAID
SOUTH HACKENSACK, NJ
PERMIT #253

IMPORTANT INFORMATION ON OUR NEW UNION CONTRACT



110 Kinderkamack Road
Emerson, NJ 07630

TEL 201-262-5005
FAX 201-262-4335



www.hpae.org
 www.facebook.com/hpae.aft

Safe Staffing

SAVES LIVES

FT/PT BASE RATES:

This is your new Wage Table:

In 2025, you will go to the step that corresponds to your years of recognized experience. This is a minimum **12% raise**.

You will then move one step on your anniversary.
On June 1, 2026, everyone will get an **additional 3% raise**.

You will then move one step on your anniversary.
On June 1, 2026, everyone will get an **additional 3% raise**.

If you are off the scale, you will get 12% in 2025, 3% in 2026, and 3% in 2027.

On the table to the right has an example for someone currently on Step 10. **Red** is 2025, **Green** is 2026, and **Blue** is 2027.

Step	7/1/2024	6/1/2025	6/1/2026	6/1/2027
Start	\$41.62	\$46.61	\$48.01	\$49.45
1	\$42.86	\$48.00	\$49.44	\$50.93
2	\$44.15	\$49.45	\$50.93	\$52.46
3	\$45.03	\$50.43	\$51.95	\$53.51
4	\$45.93	\$51.44	\$52.98	\$54.57
5	\$46.62	\$52.21	\$53.78	\$55.39
6	\$47.32	\$53.00	\$54.59	\$56.23
7	\$47.91	\$53.66	\$55.27	\$56.93
8	\$48.51	\$54.33	\$55.96	\$57.64
9	\$49.12	\$55.01	\$56.66	\$58.36
10	\$49.61	\$55.56	\$57.23	\$58.95
11	\$50.11	\$56.12	\$57.81	\$59.54
12	\$50.61	\$56.68	\$58.38	\$60.14
13	\$51.11	\$57.24	\$58.96	\$60.73
14	\$51.62	\$57.81	\$59.55	\$61.34
15	\$52.14	\$58.40	\$60.15	\$61.95
16	\$52.66	\$58.98	\$60.75	\$62.57
17	\$53.19	\$59.57	\$61.36	\$63.20
18	\$53.72	\$60.17	\$61.97	\$63.83
19	\$54.26	\$60.77	\$62.59	\$64.47
20	\$54.80	\$61.38	\$63.22	\$65.11
21	\$55.35	\$61.99	\$63.85	\$65.77
22	\$55.90	\$62.61	\$64.49	\$66.42
23	\$56.46	\$63.24	\$65.13	\$67.09
24	\$57.02	\$63.86	\$65.78	\$67.75
25	\$57.59	\$64.50	\$66.44	\$68.43
26	\$58.17	\$65.15	\$67.10	\$69.12
27	\$58.75	\$65.80	\$67.77	\$69.81
28	\$59.34	\$66.46	\$68.45	\$70.51
29	\$59.93	\$67.12	\$69.14	\$71.21
30	\$60.53	\$67.79	\$69.83	\$71.92

SPECIAL PAY DIFFERENTIAL:

If you receive a Special Pay Differential, you fall into one of three categories:

- 1) Receives \$6.00
- 2) Receives \$3.00, and **ON** the Wage Table
- 3) Receives \$3.00, and **OFF** the Wage Table

If you receive \$6.00, you will instead receive \$4.00 in your base rate on top of (after) your percent raise. All future percent raises will include this \$4.00.

If you receive \$3.00, and are ON the Wage Table, you will receive a \$2.00 differential through June 2026. Beginning June 2026, you will not receive a Special Pay Differential.

If you receive \$3.00, and are OFF the Wage Table, you will instead receive \$2.00 in your base rate on top of (after) your percent raise. All future percent raises will include this \$2.00.

RNs above Step 30 will receive a 12% raise in 2025, a 3% raise in 2026, and a 3% raise in 2027.



**Safe
Staffing**

SAVES LIVES

STAFFING:

Behavioral Health: 1:8 on all shifts starting January 1, 2026.

Med/Surg Telemetry: 1:5 (Stable patients), 1:4 (Acute Patients) Starting July 1, 2027.

Med/Surg Oncology: 1:5 Starting on January 1, 2028.

All other ratios remain unchanged.

The Labor-Management/Staffing Committee will work with Management to create an acuity system.

Management will post Charge Shifts 7:30 PM - 11:00 PM on 3 Tower and 6 Tower.

Per-Diem Rates for Current Employees:

WEEKDAY PER-DIEMS: \$59.74

WEEKEND PER-DIEMS: \$74.74

*Employees with fifteen (15) or more years of experience who work in departments closed on weekends may choose to be placed on the new Scale; starting at \$62.83

All Per-Diem Rates increase 2% in July 2026 and 2027

INSURANCE:

Insurance frozen at current levels until January 1, 2026

Employees pay 18% of base cost. Premiums can't increase more than 20% per year in 2027 and 2028.

- Copays: \$10 - \$35
- Lower-Cost EPO Option
- If a service is not available in the AETNA Network, It will be covered as in-network.

Medical Coverage	Full time PPO	Full time PPO	Full time EPO
	1/1/ 2022 Contributions Bi-weekly	Maximum 1/1/2026 Contributions Bi-weekly	Maximum 1/1/2026 EPO Contributions Bi-Weekly
Employee	\$110.23	\$125.48	\$104.56
Employee & Child(ren)	\$175.99	\$220.57	\$183.83
Employee & Spouse	\$239.04	\$349.59*	\$291.33**
Family	\$323.04	\$374.31	\$311.92

*Members will pay \$115.00 less per pay period in 2026

** Members will pay \$65.00 less per pay period in 2026

SAFETY:

All broken doors, locks, etc must be fixed/replaced.

The ED Security post must always be covered.

All Entry/Exit doors must be locked if there is no guard present.

