



## VNA of Englewood HPAE Local 5107

### May 27, 2016 Membership Meeting

Our bargaining committee unanimously recommends a YES vote to ratify the agreement settled on May 24, 2016 with VNA of Englewood.

We achieved wage increases in every year. We stood firm, and won, on not allowing VNA to impose any givebacks. We are proud of our settlement.

We welcome the new former Barnabas nurses into our union at our sister site in Essex county.

Articles Changed	Significance
Art. 3.5	VNA will provide ID #, phone and email. HPAE is preparing for a new database and this info is helpful
Article 6.2(e)	Per diems may make themselves available for visits or hours (outside of their weekend and holiday requirements). More flexibility for per diems
Art. 9.4	Workweek is Sunday to Saturday
Art. 10	For high acuity visits, nurses can confer with management and receive an extra 0.5 on the productivity scale.
Art. 12.1	Nurses working every 4 <sup>th</sup> weekend continue as such. For nurses hired after Nov 1 2013, they will work every 4 <sup>th</sup> weekend upon reaching 15 full time nurses. If number goes below 15, every 3 weekends reinstated
Art. 21.2	After six months of LOA, employee may come back within 6 months after separation. Will receive same pay, seniority, and the first full month back to work health insurance and pension vesting.
Art. 22.3	Holiday worked on a weekend, and preceding Friday or following Monday worked = time and a half, no additional day off
Art. 22.5	Holiday time off can be taken off within 60 days instead of 30
Art. 23	Personal days accrued quarterly, regardless of when year ends you can carry 3 at a time
Art. 31	<b>Full time and Part time</b> Jan 1, 2016 2% across the board for full time and part time. *retro pay Nov 1, 2016 2% across the board for full time and part time. Additional Step added from 21-24 years of service. <b>Per diems</b> Admits \$110, weekends and holidays \$130 Resumptions *NEW \$105, weekends and holidays \$120 Recertification \$75, weekends and holidays \$105 Revisits \$61, weekends and holidays \$76
Art. 31.4 (c)	Hourly pay for Online modules and in person staff meetings and in-services
Art. 31.8(c)	Management will educate all members on correct procedure for inputting correct mileage
Art. 31.8 (d)	New definition for full time on-call position