



VNA Health Group of New Jersey, LLC
(Formerly Essex Valley VNA/Barnabas Home Care)
HPAE Local 5107

June 2 and June 6, 2016 Membership Meeting

Our bargaining committee unanimously recommends a YES vote to ratify the agreement settled on May 24, 2016 with VNA Health Group of New Jersey, LLC.

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!

NEW BENEFITS FOR BARNABAS NURSES

- Full time and part time working at least 1000 hours per year: Pension vesting as of January 1, 2016 = 4% of annual gross salary (excluding OT, etc)
- Productivity bonuses for points over 33 in a week \$25 per visit
- Just Cause protections: may not be fired or disciplined at will
- Per Diems: protections for shift cancellations
- Seniority Rights: years of service count for vacation, on-call rotation, layoffs
- Preceptor Pay: \$1.25 per hour
- BSN: \$0.50 per hour, MSN: \$0.50 per hour, Other certifications \$0.50 per hour
- Critical need incentive pay: \$25 to \$75
- Out of county bonus: \$3.00 per hour
- Vacation accruals:
6 months = 7.5 days **6 months-2 years** = 15 days
2-5 years = 20 days **5-10 years** = 22 days **10+ years** = 25 days
- Paid Holidays: 7 per year, choice of MLK or President's Day
- Personal Days: Accrue 1 every quarter year (4 per year total)
- Sick Days: 12 per year (1 per month) up to a maximum of 70 days
- Tuition Reimbursement: \$3000 per semester

Articles Changed	Significance
Transition Agreement	Delete Article 5.4 from contract, change name to properly reflect new Employer
Side Letter	Deletion of Article 5.4 does not diminish the Union's rights under federal and state law
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. 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	<p>EX-EVVNA Jan 1, 2016 1% across the board for full time and part time. *retro pay July 1, 2016 1% across the board for full time and part time. January 1, 2017 2% across the board for full time and part time.</p> <p>EX-Barnabas Below Union Pay scale Move up to scale Nov 1, 2016 January 1, 2017 2% across the board (scale has previously gone up by 2% in 2016)</p> <p>EX-Barnabas Above Union pay scale \$500 Bonus on July 1, 2016</p> <p>ALL RN Per diems 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</p> <p>ALL LPN Per Diems Incumbent: maintain current rate of \$46.84 and \$57.09 New Hires: Revisits \$35, weekends and holidays \$50</p>
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 (e)	On-call shifts may be mandated if no volunteers. For former Barnabas nurses increase of call-pay to 2 hours straight time and \$10 per hour for the rest of the shift.