



HPAE

AFT / AFL-CIO

LOCAL 5030 Newsletter

A Newsletter for the
members of HPAE Local 5030
at Hackensack UMC at Palisades

PALISADES PAPARAZZI

1st Quarter 2026

HPAE LOCAL 5030 1ST QUARTER NEWSLETTER 2026

Local 5030 Leadership Team

- Tara Rojo, President
- Alex de Hombre, Vice-President
- Leslian Caraballo, Vice-President
- Azza Elsaid, Secretary
- Katherine Puca, Treasurer
- Antonette Echem Flores, Co Grievance Chair
- Elizabeth Simon, Co Grievance Chair
- Marcia Perez, Quest Rep.

Happy New Year. We hope everyone enjoyed the Holidays with their family and friends. These newsletter are very important as they are intended to keep the membership updated. If you are not receiving them via email please let us know so that we can update your contact information. Starting in March we will also have a new and improved website up for you to access (google HPAE Local 5030) Get involved in your Union because when we all speak with one voice, we can make change! Please use our email address, Local50302@HPAE.ORG, to send us any communications and to address issues or concerns you may be having. We will be holding a membership meeting on March 11 so please see that info in this newsletter and please attend. We appreciate everyone stepping up during the recent snowstorm and always taking care of our patients.

We are looking for union representatives for each unit. If you are interested, please let us know. Any Rep that performs as a union rep will receive a gift card each quarter for their role in dealing with union issues. We need you involved!

MEMBERSHIP MEETING VERY IMPORTANT TO DISCUSS OPEN ISSUES AND CONCERNS YOU MAY BE HAVING

MARCH 11

8AM, 1PM AND 4PM

HOMEWOOD SUTIES

10 THE PROMENADE

EDGEWATER

2ND FLOOR CONFERENCE ROOM

(THIS IS OUR OLD LOCATION)

*FOOD AND DRINKS WILL BE SERVED AND WE WILL BE HANDING OUT DOOR PRIZES (GIFT CARDS)
FOR THOSE THAT ATTEND*

**AFLAC REPRESENTATIVE WILL BE IN ATTENDANCE THE MEMBERSHIP MEETING TO
DISCUSS PLANS THEY HAVE AVAILABLE.**

GRIEVANCES UPHELD/WON

Azza Elsaid and Elizabeth Simon – Co Grievance Chairs

Over the past couple of months, we have met with HMH on several grievances that were filed on behalf of members whose contract rights were violated. Some of these grievances were upheld which resulted in back pay and discipline being removed from members records along with health & safety issues being addressed. We do have a 2nd day of hearing for the arbitration in physical therapy on March 5th and will keep you updated. If you feel that a contract violation has occurred, please reach out so that we may investigate the issue and file a grievance on your behalf if warranted. The grievance/arbitration procedure is outlined in Article 8 of the collective bargaining agreement.

Implementation of the new electronic “Short Staffing” form accessible to all employees to replace the current paper form will be taken place this quarter so that the union can better track when management is not following the ratios bargained in the contract. Please make sure to fill this out as we address them each month at the staffing committee meeting.

We also want to thank the members from ED, IMCU and ICU that attended our January staffing committee meeting to address the short staffing issues on those units and for signing the petition that we presented to the CNO. Getting involved does make a difference and we need your voice to be heard.

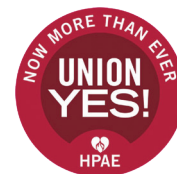
If you miss your lunch break it is important to fill out your missed lunch break form so that you get paid for that time. This is the law and we want to hold HMH accountable to make sure you get paid. If you have any issues with your supervisor, please contact us so that it can be addressed.

WEINGARTEN RIGHTS

If you are called into your supervisor’s office, please tell your supervisor “If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Without union representation, I choose not to answer questions.” This is your right under the law.

- **EDUCATE YOURSELF AND YOUR CO-WORKERS**
– attend a meeting, share this flyer.
- **Please use the local email to better communicate with us** Local50302@HPAE.ORG for all questions and issues you may have.

HPAE Local 5030 Officers attend the 2025 PIC Conference in New Brunswick



TELL HACKENSACK TO RESPECT US, PROTECT US AND SUPPORT US

THE HPAE RETIREE MEDICAL TRUST - FREQUENTLY ASKED QUESTIONS

What is the HPAE Retiree Medical Trust? The HPAE Retiree Medical Trust is a fund established by HPAE and participating employers to provide supplemental retiree health benefits through reimbursement of medical costs.

How is the Trust funded and by whom? Each HPAE local union negotiates with the employer the level of contributions and how the money is contributed. Money can be contributed from employee (pre-tax) payroll deductions and/or employer contributions.

What types of medical expenses are reimbursed by the Program?

- Premium or contribution payments for coverage under health, dental, or vision insurance plans.
 - Medical expenses excludable from gross income under Internal Revenue Code Section 213(d), including hospital, health care provider, diagnostic, dental, vision, and prescription drug costs.
 - Premium payment for qualified long-term care (LTC) insurance.
 - Premium payment for Medicare supplement plans
- Is reimbursement benefits from the **HPAE Retiree Medical Trust taxable?** No. Unlike a 401k plan, the money in the Retiree Medical Trust is completely “tax advantaged”. Money contributed to the fund is not taxed; interest earned by the fund is not taxed; and reimbursement money is not taxable income.

Can an individual employee “opt out” of the program if it is negotiated in the contract and approved by a majority of employees in a bargaining unit? No. To receive the tax advantages of the program, as determined by the Internal Revenue Code law, all eligible members of a bargaining unit must participate.

What type of benefit payments does the Trust provide? The Trust provides two types of benefit payments: regular “monthly benefits” and “Employee Account benefits.”

- 1) **Monthly Benefits:** An eligible retiree qualifies as a “Regular Beneficiary” and is entitled to monthly reimbursement of covered expenses in the amount of his/her monthly benefit level, as determined by the medical expense reimbursement program. An employee is eligible if she/he has five or more years of active service credits in the program, is 55 years old, and is no longer working in a participating hospital or institution.

- 2) **Employee Account Benefits:** If an employee has less than five years of active service credits and is no longer working in a participating hospital or institution, the employee qualifies as a “Limited Beneficiary” and is entitled to reimbursement of covered expenses in an amount equal to the balance in his/her Employee Account. The employee will be eligible for the benefits if he or she:

- Is between 40-55 and 24 months have passed since the Plan received contributions on his or her behalf.
- Has attained age 55
- Is disabled, as determined by the Social Security Administration

What if I leave my employer before I earn five years of active service credits? Will I lose the money I have contributed? No. All the money that you contributed will be in your Employee Account and available to you when you are eligible based on the above conditions. What if I leave my employer after I earn five years of active service credits, but am no longer an HPAE member or employed in healthcare? You will still be eligible for a monthly reimbursement benefit when you turn 55 years old.

What will be the benefit for my spouse/domestic partner and children in the event of my death? A spouse, domestic partner, and dependent children are eligible for survivor benefits. If you are receiving a monthly benefit as a “regular beneficiary”, a surviving spouse, with or without children, is eligible for monthly benefits equal to 50% of the benefit level of the deceased eligible retiree. If there is no surviving spouse or domestic partner, the monthly benefit level for surviving children will be 50% of the benefit level of the deceased (to be divided equally among children). The surviving child(ren)’s monthly benefits will terminate upon the loss of child(ren) status. If you have an Employee Account as a “limited beneficiary,” then your surviving spouse or domestic partner will be entitled to reimbursement benefits in an amount equal to the balance of your Employee Account. If there is no surviving spouse or domestic partner, then your child(ren) will be entitled to such benefits.



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members of HPAE Local 5030

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