



HPAE

LOCAL 5030 Newsletter

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

PALISADES PAPARAZZI

January 2022

LOCAL 5030 PALISADES MEMBER UPDATE

Local 5030 Leadership

- Ruth Agosto, President
- Jose Falconi, Co-Vice-President
- Rosa Segobia, Co-Vice-President
- Tony Ellis, Treasurer
- Azza Elsaid, Secretary
- Jasmine Quinones, Co-Grievance Chair RN/PRO
- Yeira Melendez, Co-Grievance Chair LPN/TECH & S/M

We hope everyone is staying safe and enjoyed your Christmas and New Years Holidays. We wanted to give an update on a few issues that have been major victories for our Union, and we could not have done it without you speaking up. This is how we get things done by speaking as one and showing our strength. We also want to welcome the new members and we ask that you get involved in your union. The Leadership is working on ways for us to get together during 2022 so that we can get to know one another and move our union forward together so stay on the look- out for upcoming events.

Health Insurance

HMH has notified us that our Omnia health plan will return the Inner Circle tier to the 2021 plan design, meaning that 100% coverage for most services. This is retroactive to January 1st so if you had any out-of-pocket expenses they will be reprocessed and reimbursed. Thanks to everyone that spoke up to management to express your concerns. This is a big victory for our Union.

Incentive Bonus

As you are aware we negotiated a 1% incentive bonus that was effective July 1, 2021. We are working with HR on the details of this bonus and will get more information out to you.

PLEASE USE THE LOCAL EMAIL TO LET US KNOW OF ANY PROBLEMS OR ISSUES. YOUR EMAIL GOES TO THE LOCAL

UNION LEADERS ONLY

Local50302@hpae.org

We will continue to send updates via text, email, and newsletter. Please stay alert for upcoming messages. We need everyone's support. Get involved by attending the meetings, share updates with your co-workers.



www.hpae.org



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Address Service Requested

Holiday Week Overtime Arbitration

If you worked a holiday and you worked overtime (over 40 hours) during that same week, you are supposed to be paid time and one half for all hours worked over 40. HMH has not been paying the time and one half since 2019. The Union filed a class action grievance, and an arbitration date was set but we were able to reach a settlement with HMH on the grievance. Back pay for all members that were not paid correctly will be paid 75% of what is owed to them for holiday weeks between Memorial Day 2019 and New Year's Day 2022. We already have a list of affected members and amount owed. If you believe you are owed money or have questions about this case, please reach out to us at Local50302@hpae.org

We have put our lives on the line to care for our patients over the last year and a half. We expect Palisades-HMH to collaborate with us to address the health and safety and staffing which continues to be a huge problem. Health Care facilities all over the country are having staffing issues due to the pandemic but we need HMH to do all it can, by working with HPAE, to resolve these short staffing issues.

We meet with HR and the CNO last week to address the short staffing issues. HMH has 136 open positions currently. We have asked them to consider increasing the referral bonus which they said they are interested in doing and we are waiting on their reply.

During this meeting, the Union proposed several other ideals that would help with staffing.

1. A Retention bonus for all units
2. Time one and half after 8 hours instead of 40 hours until the pandemic subsides
3. A pandemic bonus for all employees
4. Labor Market Rate adjustments for all employees

Management said at this meeting that they would follow up with the Network and respond back. We will keep you posted.

If you are having short staffing issues, TAKE ACTION AND FILL OUT A SHORT STAFFING FORM and drop in the box so that we can address it during our Labor/Management/Staffing meetings.

You should have received a letter from HMH to sign with regards to the retention bonus if you are in the ED, Respiratory, OR and Cath Lab. Please make sure to sign the letter and return it to HMH.

We also need Reps for each floor. If you are interested, please see one of us. We have set up a zoom training for February 28th. We will have two sessions (you only need to attend one of them) from 10am till 1pm and 5pm till 8pm. Please let us know you are interested in attending by emailing your info to Rhalfacre@hpae.org. Get involved.