



Message from the President

I hope everyone had a nice Memorial Day holiday and had an opportunity to enjoy some time with your family and friends. It is hard to believe that June is already here, and your union has been working non-stop all spring to address some very important issues that Hackensack Meridian has failed to address. We have filed several grievances to protect our members and to make sure all members are made whole from Hackensack Meridians' mistakes, but I will address that in a moment. There is no question that Hackensack Meridian has put our members and our facility in a very unstable and stressful environment. They failed to pay our members for the care they provided to the patients for several pay periods, they have failed to address staffing shortages, they failed to roll out the new PTO so that our members would not be shorted on the days they are owed.

Hackensack Meridian has not supported or respected the employees that provide great patient care day in and day out. Your union filed several class action grievances to make sure all our members will be made whole with regards to their pay and PTO time. If you are still having issues, please contact a union rep so that we are aware of your situation and so that it can be corrected. We must continue to stand united, remain determined and driven to push back against this corporate system, so that our voices are heard and Hackensack Meridian understands that we stand together, and fight together to protect all our members.

See you on the units.

Lorna "Mickie" Miquiabas
President Local 5030

HPAE Professional Issues Conference (PIC)

October 10, 2019
East Brunswick Hilton
East Brunswick, NJ

HPAE MEMBERS AID CHILDREN DEVASTATED BY HURRICANE

During our contract negotiations we gained the ability to have HPAE members willing to aid in a FEMA or State declared disaster, apply for a week unpaid leave of absence.

This past May I was fortunate to be able to donate my time in service of the school children of the Virgin Islands. I was part of a group of educators and healthcare professionals from around the country, that volunteered to do vision and healthcare screenings of over 10,000 children in two weeks.

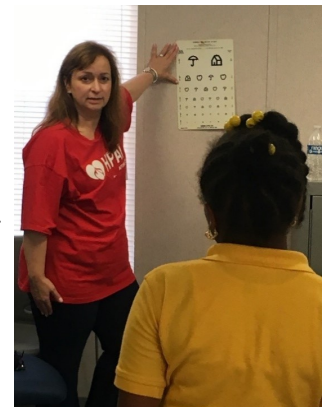
Members of American Federation of Teachers, AFL-CIO in conjunction with the Clinton Global Initiative gave their love, time, energy and expertise for the benefit all public-school children of St. Croix, St Thomas and St. John. This endeavor was Phase II of an ongoing effort of VI Health Screenings.

The Virgin Islands are still recovering from category 5 hurricanes that struck the islands in 2017. In the aftermath of these hurricanes many schools were destroyed. The islands are still rebuilding. Some classrooms are being housed in trailers parked on what was once their sports field. School enrollment declined close to twenty percent. The schools still struggle with shortages of both supplies and staff. Many of us brought school supplies and toiletries to donate to the schools.

Though the residents of the Virgin Islands have been through incredibly dire situations, all the children as well as staff were incredibly gracious and polite. We were welcomed by all. Forty-five strangers came together in no time to do our best to aide these children. It was a life altering experience, profoundly rewarding.

"The best way to find yourself is to lose yourself in the service of others." — Mahatma Gandhi

Vivian Infante
Local 5030 Co-Grievance Chair



Hackensack Meridian Corporation Administrative Inefficiency

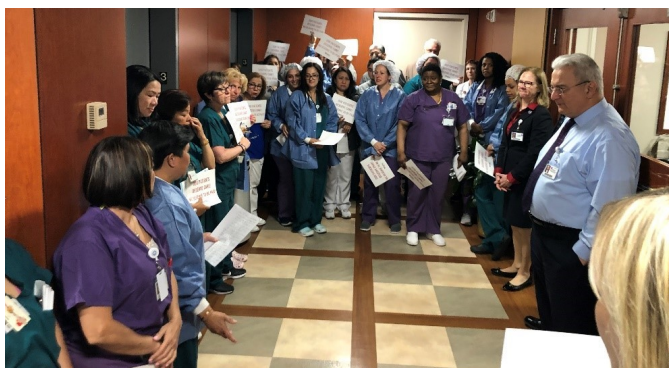
When HMH merged Palisades Medical Center into its network system, we expected new technology and innovation. Since April 2019, HMH administration has shown inefficiency in its new network system. The problems have affected our paychecks and benefits plans (vacation, personal days, holidays, sick time as well as health insurance premiums for some members).

Employees have not been paid correctly, have missed hours of work, overtime, differential, on-call pay, floating pay, and in many cases employees have had to wait for their retroactive paychecks. In addition to these errors, employees are missing hours of vacation and personal days (now PTO). Employees have not had time to spend on vacations with their families because their PTO balance is “zero”, or their balance is negative. Besides all these errors,

employees have had problems with their health insurance benefits. Employees are very disappointed with this Corporation that only shows errors and inefficiency in their network system. How is it possible a big health corporation has an underperforming system for their employees? When will all these errors be fixed? Employees deserve better than all these negatives issues. HMH administration has failed to respond in a timely manner. Your Union has filed grievances on these issues to make sure all of our members will be made whole and receive what is contractually due to them. Stay informed and stay involved in your union and we will prevail against this corporation. We are strong together and HMH needs to understand we will not go away.

Nancy Martell, Co-Vice President

Members “March on the Boss”



Members “Marched on the Boss” to demand patients get the care they need and that our members get paid. Local 5030 President Mickie Miquiabas voiced the concerns of all of our members to Anthony Passannante, Palisades President and Pat Carroll, Palisades Vice President.

When we stand together, we can achieve anything.

HPAE LOCAL 5030 COOKOUT JULY 26TH 11AM – 3PM

Join your fellow Local 5030 union members by the Hudson River Walkway for an afternoon cookout.

Bring your appetite — hot dogs, chips, cookies, and drinks will be provided.



Treasurers Report

It is hard to believe that the second quarter of 2019 is already coming to a close. As it does, I would like to quickly overview the past and upcoming financial plans for the Union. The 2018 contract campaign was drawn out much longer than we could have possibly anticipated. This obviously increased our operating costs and pushed us over the projected 2018 budget. With that being said, we have adjusted our budget for the 2019 fiscal year in an attempt to increase our reserves as we start to prepare for the 2021 contract campaign. As per the Labor-Management Reporting and Disclosure Act (LMRDA), more detailed financial information regarding the 2018 tax year is publicly available on the Department of Labor website at www.dol.gov/olms

The second year of our three year contract began on June 1, 2019. All bargaining unit employees should now be receiving a 2.5% base rate wage increase as per the terms of the contract. Please remember to check your paystubs to ensure that your new rates are accurate. With the second year of our contract already underway, it is important that everyone recognizes that we are in the beginning preparations for the 2021 contract campaign. I know, I know, everyone is cringing at the moment, but I feel it is important to at least start thinking about your “rainy day funds” now in order to be fully prepared for whatever the future may bring.

Regards
Ryan P Hannagan PT, DPT Local 5030 Treasurer

NEW PTO RULES THAT WENT INTO EFFECT APRIL 1, 2019 - ARTICLE 18 OF YOUR UNION CONTRACT LISTS THE RULES FOR PTO

PTO ELIGIBILITY AND BENEFIT ANNIVERSARY DATE

Employees are eligible for the PTO program if they are in a regular full-time or regular part-time position, with standard hours of 20 hours or more per week. Employees whose standard hours are less than 20 hours per week, have a status of Per Diem are not eligible for PTO program.

PTO BANK ACCRUALS

Employees accrue PTO hours on standard weekly hours; the accrual rate is determined by the employee's job classification, years of service and standard hours. PTO used does not count toward hours worked for purposes of calculating overtime.

PTO PLANS

Plan 1 – Service & maintenance positions

| Years of Service | 40hrs scheduled/week | 36hrs scheduled/week | 24hrs scheduled/week | 20hrs scheduled/week |
|------------------|----------------------|----------------------|----------------------|----------------------|
| 0 – 4 Years | 124.0 | 111.6 | 74.4 | 62.0 |
| 5 – 9 Years | 164.0 | 147.6 | 98.4 | 82.0 |
| 10 – 14 Years | 196.0 | 176.4 | 117.6 | 98.0 |
| 15 – 19 Years | 220.0 | 198.0 | 132.0 | 110.0 |
| 20+ Years | 236.0 | 212.4 | 141.6 | 118.0 |

Plan 2 – RN/Pro & LPN/Tech positions

| Years of Service | 40hrs scheduled/week | 36hrs scheduled/week | 24hrs scheduled/week | 20hrs scheduled/week |
|------------------|----------------------|----------------------|----------------------|----------------------|
| 0 – 4 Years | 160.0 | 144.0 | 96.0 | 80.0 |
| 5 – 9 Years | 200.0 | 180.0 | 120.0 | 100.0 |
| 10 – 14 Years | 232.0 | 208.8 | 139.2 | 116.0 |
| 15 – 19 Years | 256.0 | 230.4 | 153.6 | 128.0 |
| 20+ Years | 272.0 | 244.8 | 163.2 | 136.0 |

ACCRUAL WHEN NOT WORKING

Employees out on a leave of absence will not accrue PTO time after the first thirty (30) days of absence.

CARRY OVER TABLE

On their benefit anniversary date, employees can carry over from one year to the next. Any excess is forfeited. In unusual circumstances where the employee attempted to take their PTO, but it was not approved due to patient/department needs, the Director can request an exception which must be approved by the responsible VP and Chief HR Officer.

| <u>Regularly Scheduled Work Hours</u> | <u>PTO Carryover</u> |
|---------------------------------------|----------------------|
| 40 hours per week | 80 hours |
| 36 hours per week | 72 hours |
| 32 hours per week | 64 hours |
| 28 hours per week | 56 hours |
| 24 hours per week | 48 hours |
| 20 hours per week | 40 hours |

USE OF PTO BANK ACCRUALS DURING THE EMPLOYEE'S BENEFIT ANNIVERSARY YEAR

HMH supports employees to use their full PTO accruals for their well-being. During an employee's benefit anniversary year, it is expected that employees will work with their supervisors to schedule time off. Employees can draw from Yet to Be Earned PTO accruals and have a negative balance if they manage their time off to go back into a positive balance by the end of their anniversary year.

Continued on back

Address Service Requested

DRAWING FROM THE PTO BANK

PTO from the PTO Bank can be either scheduled or unscheduled. Unscheduled absences include any absence not previously authorized by a supervisor, in accordance with the Absenteeism and Lateness language. Employees may use time from their PTO bank in hourly, daily or weekly increments.

All employees regularly scheduled to work the evening or night shift as documented in the shift field in PeopleSoft Leader Self Service will have their normal shift differential included in PTO.

FROZEN PTO BANK

HMH will use a draw down process by creating a “frozen” PTO bank for the carry-over of PTO hours from the legacy programs. The follow table provides the draw down timeline:

| Number of Frozen Bank PTO Hours Used as of March 23, 2019; | Date by which PTO must be used; |
|---|--|
| Up to 80 hours | April 1, 2020 |
| 81 – 160 hours | April 1, 2021 |
| 161 – 240 hours | April 1, 2022 |
| 241 – 320 hours | April 1, 2023 |
| 321 hours and above | April 1, 2024 |

Employees with a frozen draw down bank should begin planning with their leader how they will take the draw down hours during the transition period. You may use your Frozen PTO bank at ANY TIME but must use the hours by the date that matches your TOTAL Frozen Bank. They must work with you to take the time

Requests for vacation during the summer prime period (June 15 to September 15) and for the winter prime time (i.e. the week before and after the Christmas holiday) shall be submitted between March 15th and March 31st for the summer prime time period and between September 15th and October 15th for the winter prime time period. The Medical Center shall respond by May 1st and November 1st respectively. Requests for PTO time will not be unreasonable denied. The Medical Center shall respond to request for vacation other than prime period within ten (10) calendar days.

PTO REQUEST PROCESS

- The employee will submit the PTO request to his/her manager;
- The manager will acknowledge the request with the time and date the request was submitted;
- If the stamp is not available, the manager shall date and time the request by hand; and
- A copy of the request form with the information above will be immediately returned to the employee;
- The union will be given access to a log of PTO requests and approvals by unit.

TAKE ACTION IF YOU ARE DENIED

- Take a picture of your denial
- Keep a copy of your PTO request
- Send denials to the Local email: Local5030@HPAE.org. In the subject heading, include “PTO” and your name and unit.

YOU HAVE A RIGHT TO FILE A GRIEVANCE IF YOUR PTO IS UNREASONABLY DENIED. PLEASE CONTACT YOUR UNION REP IF YOU ARE DENIED AND WANT TO FILE A GRIEVANCE.