



# HPAE LOCAL 5030 Newsletter

A NEWSLETTER FOR THE MEMBERS  
OF HPAE LOCAL 5030 AT  
HACKENSACK UMC AT PALISADES

PALISADES PAPARAZZI

December 2018

## Message from the President

It is hard to believe that the Holidays are already upon us and it is my hope that you all get to spend time with your family and friends over the Holidays. I want to first thank all the members that stood beside us during the past seven months as we faced one of the toughest set of negotiations that we have ever faced. We were not dealing with Palisades anymore but rather a billion-dollar cooperation called Hackensack Meridian. During the first two months HMH wanted to do away with your contract all together and presented us with policies that they said they could change, modify or delete at anytime without any input from the union. We pushed back hard and finally got them to present proposals and keep the contract in tack. Then they presented us with a proposal that said raises would be merit based and the % would reflect based on an evaluation given by your supervisor. We all know what that would have meant. Again, we prevailed and got them to remove that proposal from the table because you were there to support the bargaining team. I am not saying we got everything we wanted, HMH came at us with their goal of harmonization between all the HMH facilities and there were some things that the team accepted that was not easy. Paid Time Off and Earned Sick Leave was two of the major issues, but we were able to negotiate some things into managements proposals that they were not willing to give at first. With regards to the PTO we were able to increase the number of hours for most of our members and no one loses any time they have built up now and management did not offer that at first. With Earned Sick Leave we were able to get immediate access for certain things that management did not offer. Both issues were on the table to the last day and the team fought hard to get these things added. We were able to lower the premium cost of health insurance that you pay each pay period and add in house pharmacy next year, so you can get your RXs here at Palisades for a \$5 co-pay. In it came to the holidays we were able to get \$0.40 cents added to everyone base rate come January 1<sup>st</sup>, so we replaced the holidays with a monetary gain. With anything you leaders do the membership always has the final say and all 3 bargaining units ratified the contracts on November 2<sup>nd</sup>. We will continue to fight from the inside as we move forward, and we will continue to grow our union together over the next 3 years. I want to thank the bargaining team for all they did, and I could not have been prouder of this team that stood together for 7 months and had each other's back throughout the process.

Mickie Miquiabas  
President



## HOLIDAY PARTY AND GIFT GIVE AWAY

HPAE LOCAL 5030 will be having a Holiday get together to give away our yearly gifts. The LEB has determined that it will be held in January and we will let you know the date and times the first of the year.

Happy Holidays from your local leadership.



The Local Executive Board would like to welcome our new Treasurer **RYAN HAN-NAGAN** to his new leadership role. We look forward to working with Ryan to help grow our local union.

# PTO PLANS – PTO ACCRUAL RATE IS DETERMINED BY THE PTO PLAN AND LENGTH OF SERVICE

## PLAN 1 – SERVICE AND MAINTENANCE POSITIONS.

Years of Service	40 hrs scheduled/week	36 hrs scheduled/week	24 hrs scheduled/week	20 hrs scheduled/week
0-4 Years	124	111.6	74.4	62
5-9 Years	164	147.6	98.4	82
10-14 Years	196	176.4	117.6	98
15-19 Years	220	198	132	110
20+ Years	236	212.4	141.6	118

## PLAN 2 – RN/PRO & LPN/TECH POSITIONS

Years of Service	40 hrs scheduled/week	36 hrs scheduled/week	24 hrs scheduled/week	20 hrs scheduled/week
0-4 Years	160	144	96	80
5-9 Years	200	180	120	100
10-14 Years	232	208.8	139.2	116
15-19 Years	256	230.4	153.6	128
20+	272	244.8	163.2	136

### PLAN 2 – RN/PRO & LPN/TECH POSITIONS

The PTO goes into effect on April 1<sup>st</sup>, 2019, so you will continue to accrue sick days and vacation days until then and those additional days will go into your frozen bank. No member loses anytime they have accrued now those days will go into your frozen bank to be used as you like. PTO time can be used in hourly, daily or weekly increments. 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; a copy of the request form with the information above will be immediately returned to the employee.

#### EARNED SICK LEAVE

Eligible employees (full-time & part-time status) accrue ESL hours on an hourly basis for each standard hour; the accrual rate is .03333 of ESL for each hour worked. The maximum hourly accrual is 40 hours. Members accrue ESL hours while receiving payment for regular hours and overtime hours. ESL is paid at the members regular rate of pay. All members regularly scheduled to work the evening or night shift will have their normal shift differential included in ESL. On a member's benefit anniversary date, members can carry over from one year to the next, up to forty (40) hours of ESL and full-time employees can accrue a maximum ESL bank of 400 hours.

Immediate access to ESL from 1<sup>st</sup> day out are:

- Inpatient hospital stays
- Same day surgery (including post-operative recovery

time

- Procedures under conscious sedation (i.e. colonoscopy, etc.)
- Workers' compensation
- Temporary disability
- Absences required for special treatment of chronic illness

Allowable uses of earned sick days (you can not be disciplined for calling in for these reasons)

- For an employee's own mental or physical illness, injury or other adverse health condition, or for diagnosis or preventive medical care
- For an employee's need to care for family members when they fall ill or need diagnosis or preventative medical care, or to provide care dealing with issues arising from domestic or sexual violence
- To deal with medical, legal or relocation issues related to domestic violence or sexual assault, or to receive services from a designated domestic violence or victim services agency
- In the event a public official closes a place of business or place of care or school of a child, due to a public health emergency
- To attend a school-related conference, meeting, or other event requested or required by a school, or to attend a meeting regarding care provided to the child in connection with the child's health condition or disability

## **401K OPEN ENROLLMENT FOR ALL HPAE MEMBERS**

### **December 18<sup>th</sup> – 25th**

Hackensack Meridian will be enrolling all members automatically into the 401K plan. If you wish to opt out of the 401K plan you have that right, but you must see a liaison during open enrollment to opt out.

#### FAQ:

- If I am enrolled in the 401K plan how much of my salary goes into the 401K automatically? 3% of your base salary
- Is there a match from the employer? Yes, the Medical Center will match 100% of the first 2% the member contributes, and will match 50% of the next 3% the employee contributes
- Will the Medical Center also contribute a % into the 401K plan of my base pay? Yes, for the term of this agreement, they will contribute 1.50% into the 401K account no later than April 1<sup>st</sup> of the following year
- I am in the Defined Benefit Plan (Pension) does the Medical Center match anything? No, you will be in a 403B plan which is what the plan is now, and you can contribute but the Medical Center will not match.

### **Grievance Report from Co-Grievance Chairs Vivian Infante and Mylleni Ramos**

It is very important that if you feel your contractual rights have been violated or if you have received discipline to contact your Union Rep ASAP.

You do have rights when it comes to disciplinary action against you. If you are called to a meeting with management and you feel that it may lead to discipline you have the right to have a Union Rep with you and you should always. Tell your Supervisor that “if my responses to your questions could lead to my being disciplined or terminated, or adversely affect my personal working conditions, I respectfully request that you summon my union representative. Until my representative arrives, I choose not to answer any questions. Management must stop the meeting at once until your Rep arrives. This is the Federal Law, and these are your rights. **DO NOT EVER GO INTO A DISCIPLINARY MEETING WITHOUT A UNON REP.**

#### **ED, PEDS AND MATERNITY**

A class action grievance has been filed at 3<sup>rd</sup> step with regards to an additional 8-hour shift after you have your three 12 hours shift in. Management denied this grievance with no answer to why and it has been filed for arbitration. We will keep you posted as the grievance moves to arbitration. The intent of the new language was not to eliminate the additional hours but to clarify that those on a 36-hour schedule are benefit eligible. What management is doing now is punitive to our members and that is not acceptable. If you are being denied additional hours, please let us know so that we can file additional grievances to get you paid ASAP and this will also help our argument at the hearing.

### **UNION REPS ARE NEEDED ON EVERY UNIT TO HELP ENFORCE THE CONTRACT**

If you are interested in becoming a unit rep on your floor, please contact Vivian Infante or Mylleni Ramos in the ED department and they will get you signed up. A rep training will also be held at the end of January or early February to help you in this process. Play an active role in your Union become a REP today.



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

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 [facebook.com/hpaeaft](https://facebook.com/hpaeaft)

## **CO-VICE PRESIDENT NANCY MARTELL**

I want to first express my deepest appreciation to all the union members for your support during bargaining. There is no question that this was the toughest and longest negotiations that we as a local had ever faced. Your support made the crucial difference and really helped the bargaining team during these difficult negotiations. The bargaining was harder than other years, but we are still together as a local union and stronger than ever and solid as a rock. Hackensack Meridian corporation tried to take away your union and you contract and said we would adhere to there policies moving forward but we as a team, with our membership behind us, were stronger and united and pushed back. Even though the negotiations are over, and our contract has been ratified we are still meeting with management in order to improve our staffing throughout the hospital. The big issue was staffing, we got several positions added in different departments, but the issue of short staffing continues and that in turn is affecting our patients and our members. When Hackensack Meridian opens a new area in this hospital they don't increase or open new positions and this is creating chronic short staffing. Moreover, Hackensack Meridian doesn't work on retaining new employees in this hospital and that is causing a big problem. Management needs to understand if you treat your employee's with respect and the dignity, they deserve folks will stay. As you are aware by now, the CNO has left and it is our hope that management will reach out to the union to get our input on the hiring of a new CNO so that we can work together to improve and find solutions to the staffing problem. There are other departments that are facing issues besides just nursing. Radiology, housekeeping, store room and dietary need to be re-evaluated as well in order to improve the quality of work in the hospital. Management must start treating our members with respect. Our members work day and night to care for the patients and it is time Hackensack Meridian steps up and takes responsibility for the issues they are creating and work with the union to address them and find resolution. Again, I really do appreciate the support you shown the bargaining team and the time you spent on the informational pickets and the rallies and that is what made the difference in these negotiations.

Happy Holidays.