Welcome to Health Professionals and Allied Employees AFT/AFL-CIO
New Jersey’s largest healthcare union.

You are now a member of New Jersey’s fastest growing and largest union of healthcare professionals, including nurses, technicians, researchers, clinicians, and ancillary staff. Our members are working hard at the bedside, in labs and clinics, hospitals, nursing homes, university research facilities, home care institutions, and blood banks.

HPAE’s mission is to advocate for the rights and safety of healthcare workers, our patients and our communities. In a rapidly changing healthcare environment, HPAE is the one constant force fighting for patients and healthcare workers alike.

TOGETHER, WE ARE PUTTING CARE FIRST.
WHO WE REPRESENT:

HPAE represents registered nurses, licensed practical nurses, professionals, medical researchers, technical staff, phlebotomists, social workers, IT staff, dietary staff, housekeepers, nursing assistants, retirees, clerical, service and skilled maintenance workers throughout New Jersey and in the Philadelphia area.

HPAE Member Hospitals/Locals

WHERE WE ARE:

#5004 Englewood Hospital & Medical Center
#5030 HMH Palisades Medical Center
#5058 HMH Jersey Shore University Medical Center
#5089 University Hospital/Rutgers University/Rowan University
#5091 New Bridge Medical Center
#5094 University Hospital/Rutgers University/Rowan University
#5097 HMH The Harborage
#5099 American Red Cross – Penn-Jersey Region
#5105 Virtua Memorial Health (MHBC/CNS & CFW)
#5107 Temple University Hospital, Episcopal Campus
#5109 Lianfair House/Wanaque Center/VNA Health Group of NJ/VNA of Englewood
#5112 Cornerstone Behavioral Health Hospital of Union County
#5118 Cooper University Health Care
#5131 Inspira Medical Centers (Elmer, Vineland, Bridgeton, & CNS)
#5135 Rutgers University Correctional Health Care (RNs)
#5138 HMH Southern Ocean Medical Center
#5142 Memorial Hospital of Salem County
#5147 Hudson Regional Hospital
#5155 CarePoint Health Bayonne Medical Center
#5166 CarePoint Health Christ Hospital
#5621 Inspira Medical Center (Woodbury)
#5629 Sunrise House (AAC)
#B071-R Council of Retirees

Office Locations

HPAE Emerson:
110 Kinderkamack Road
Emerson, NJ 07630
201-262-9005
201-262-4335

HPAE Haddon Heights:
208 White Horse Pike
Haddon Heights, NJ 08035
856-663-0300
856-663-0440

HPAE Jersey Shore:
Elite Suites Building
Suite 12
1820 Corlies Avenue
Neptune, NJ 07753
732-774-9440
732-774-9447

HPAE New Brunswick:
57 Paterson Street
2nd Floor
New Brunswick, NJ 08901
732-640-0894
732-640-0896

HPAE Bayonne Office:
680 Broadway
Bayonne, NJ 07002
201-354-9151

HPAE Officers
L.R. Alexis Rean-Walker, Secretary/Treasurer;
Debbie White, President;
and Barbara Rosen, Vice President
WELCOME TO HPAE
Your union is your best advocate

Congratulations on joining HPAE, New Jersey’s largest healthcare union with affiliated locals in the Philadelphia area. We’ve grown since our founding in 1974 through a comprehensive organizing program, strong and effective membership representation, and skilled and determined advocacy for progressive public policies.

HPAE members in our 23 “locals” include over 13,000 nurses, social workers, therapists, technicians, medical researchers and other healthcare professionals. We work in hospitals, nursing homes, home care agencies, blood banks and university research facilities throughout New Jersey and the Philadelphia area.

Our continued growth and effectiveness is built on democratically-run locals made up of members and leaders who strive together to win safe working conditions, respect for our professions, safe and effective patient care, and sound healthcare policies. HPAE is a leader in establishing high standards of clinical practice, patient care, and research.

HPAE achieves our goals through:

- Collective bargaining
- Effective lobbying and political action
- Organizing new members
- Professional and leadership development

HPAE is an affiliate of the American Federation of Teachers (AFT), which has over 1.7 million members. AFT’s national healthcare division, AFT Nurses and Health Professionals, has more than 112,000 members nationwide. AFT provides our union with additional resources and support, including financial analysis and research of employers, continuing education programs, and assistance for our organizing program.

I look forward to meeting you and working together to voice your concerns, protect your rights, and stand up for your patients. Together, we will continue putting care first.

Sincerely,

Debbie White,
HPAE President
WHAT IS A UNION?

A union is a group of workers who organize themselves for mutual aid and to have a collective voice in their place of employment and in the broader society.

Unions bring working people increased pay, good benefits, and decent working conditions. Unions also advocate for good jobs and safe communities; social services like public education, healthcare, and public safety; and retirement security through employee pension plans and Social Security and Medicare.

Why are unions formed and why are they needed?

Employers have far more power than individual workers do, especially if workers have to negotiate with employers over wages and working conditions as individuals. By forming unions, workers gain the power that comes with being part of a group created for collective action. As a group, workers can negotiate with their employers with greater chance of success than they can as individuals.

What rights do I have as a union member?

As a union member, you have rights and protections provided by federal and state laws, as well as by union contracts. On the other hand, if you are not represented by a union, you are an “at-will” employee, which means that you can be disciplined, fired, or laid off without any reason or without any recourse.

- The “Weingarten Right” is one of the most important protections, allowing you to have union representation when being questioned by management about a possible discipline. Having your union representative present ensures that you receive fair treatment.

- Another crucial protection for union members is the requirement – found in all union contracts – that an employer can only discipline employees for just cause. If an employer disciplines you without just cause, you have the right to file a complaint or grievance under the contract. Whether it is an unjust discipline, a health and safety violation, or short staffing, every union contract has a grievance and arbitration procedure to resolve employee or union claims of a contract violation.

“As a union, we have stood together to demand protections for ourselves and our blood donors. As an individual worker my ability to make a change is limited, but as a collective group our voices are stronger. It is the support we give each other that has allowed us to make a difference in our workplace”

– Lisa Scaramuzzo
HPAE Local 5103
American Red Cross
COLLECTIVE BARGAINING

Negotiating for ourselves, our professions and our patients

One of the most important ways HPAE protects our rights and improves our working conditions is by negotiating a collective bargaining agreement or contract with our employer. A union contract is a legal, binding agreement which establishes and guarantees wages, hours, and working conditions, including staffing and safe working conditions.

What a union achieves in contract negotiations with an employer primarily depends on the strength, unity, and involvement of the members.

HPAE achievements in collective bargaining

HPAE members have fought for and won many significant gains and improvements for our professions and our patients through collective bargaining:

- Safe staffing standards, including nurse to patient ratios
- Job security provisions
- Protection against unjust discipline
- Strict limits on floating (moving staff temporarily to another unit)
- Health and Safety protections and policies
- Negotiated salary schedules recognizing experience and seniority
- Retiree medical program
- Seniority protection and pensions

HPAE contracts set the standards for professional practices, wages, benefits, and working conditions of health professionals.

Learn about your rights and benefits

Contracts are available for all HPAE members. Contact your representative to request a copy or go to HPAE.org to find a copy of the contract and other important information resources on your local’s webpage.

“Collective bargaining is an incredibly important way for us to respond proactively to the changes in our industry – the mergers, health reform, new reimbursement schemes – and how they impact our ability to provide care and even our union rights. Through collective bargaining, we have not only made significant gains in salary and benefits, but have fought successfully for better staffing and professional working conditions.”

– Doris Bell, RN
HPAE Local 5118
SETTING THE STANDARDS
Fighting for stronger laws and regulations – and winning

Some of the changes we need to make as a union go beyond the walls of our employers, and require changes in the law. This includes strong oversight from regulatory agencies, such as the New Jersey Department of Health. Just like in collective bargaining, it takes active and involved members to lobby our state and federal lawmakers for access to safe and affordable healthcare, adequate funding for medical research, and workplace rights.

That’s why HPAE members – through our Committee on Political Education (COPE) – are continually in the forefront of public efforts to fix our healthcare system. No one knows better than our members the problems in our healthcare system – or the ways our society needs to make healthcare based on patients, not profits.

HPAE has won important changes in laws and regulations including:

- **Staffing Disclosure Legislation** – requiring hospitals and nursing homes to post and publicize nurse-to-patient staffing levels
- **Needlestick Safety** – requiring hospitals and nursing homes to minimize needlesticks through the use of safety needles, with frontline caregiver input
- **UMDNJ Reorganization Law** – protected the rights and benefits of our public sector members at UMDNJ when Rutgers University, Rowan University, and an independent University Hospital replaced UMDNJ and took over the staff of UMDNJ
- **Ban on Mandatory Overtime** – ending the practice of forced overtime in healthcare facilities
- **Health & Safety** – requiring all hospitals have violence prevention programs and policies to minimize unsafe patient handling
- **Earned sick days** – guarantees almost every person employed in New Jersey will accrue paid sick leave
- **Pay equity** – to ensure equal pay for equal work

“Winning improvements in our workplaces is a priority for us as a union of healthcare professionals. Our voices collectively have resulted in contracts that go further to protect our rights and laws that have set standards across the state. From safe needlestick, earned sick days, safe staffing disclosure to equal pay for all women, these are just a small example of how HPAE members have helped to make improvements for all healthcare workers.”

– Ana Delgado
HPAE Local 5094
Rutgers-Camden
BUILDING OUR UNION
Reaching out to unorganized healthcare workers

HPAE members know the difference having a union contract means to our working conditions, rights on the job, compensation, and benefits.

Because of HPAE’s dynamic reputation as an advocate for healthcare workers and patients and our organizing outreach, HPAE has grown from 250 members in 1974 to more than 13,000 members today.

However, only a third of all nurses and health professionals in New Jersey hospitals are members of unions. As hospitals merge into giant health systems, health professionals need the power of a union to establish high standards of professional practice, working conditions, and compensation.

“Organizing is a must for healthcare workers. We are on the frontline of the healthcare crisis effecting the community and we must be able to advocate for our patients, community, and each other without fear or intimidation. HPAE gives us a voice.”

– Sheila Schicker
President Local 5629 Sunrise House
HPAE members want workplace conditions and policies which help them develop their professional and clinical skills. That’s why HPAE has established strong leadership and professional development programs, and why we work to establish high standards for clinical practice. We offer a wide range of education and training programs to meet these objectives.

HPAE provides education and training to our Reps and Local Officers so that they can become strong union advocates in the workplace.

Our Leadership Development programs provide HPAE leaders with more advanced skills to effectively run their local unions and participate in HPAE-wide activities. Our “union-building” trainings on contract negotiations, building effective committees, internal organizing, and grievance handling enable our Reps and Local Officers to help make HPAE an effective, powerful union.

Other educational programs are designed to meet the needs of our members for continuing education and professional development. HPAE is an approved provider of continuing education in nursing and sponsors numerous workshops, including workshops on clinical practice issues, trends in healthcare, and health and safety in the workplace.

“We are excited to be able offer our members a variety of high quality, relevant educational workshops developed by HPAE and designed to enhance professional development.”

— Sheryl Mount
President, HPAE Local 5105
Virtua Health
THE COST OF REPRESENTATION

Union Membership Dues

Every organization needs money to effectively fulfill its mission and meet its responsibilities. Union dues pay for all expenses of the union: membership representation and communication activities, staff, legal fees, arbitrations, union publications, local activities, and organizing expenses. All of these resources are used to enforce our contracts and strengthen our local unions. HPAE membership dues are 1.25% of your gross salary. As a new member, you will also pay an initiation fee of $30.

Union dues are determined democratically. At HPAE’s triennial convention, delegates elected by the members discuss and vote on any changes to our union’s constitution and by-laws, including union dues and initiation fees.

GETTING INVOLVED

You can help make a difference and build our union

Whether it’s signing a petition in support of our key issues in contract negotiations, meeting with legislators on the need for safe staffing levels, or talking to non-union workers about the value of being part of HPAE, our members make HPAE an effective, powerful union.

Depending on your interests and time commitments, there are many ways to get involved with HPAE. Are you interested in education and training? Then consider joining HPAE’s Education Taskforce. Do you care deeply about the need for safe staffing legislation? You can make a difference by becoming part of the HPAE Committee on Political Education (COPE), which lobbies for legislation.

Do you want to be one of the HPAE members who helps to advocate for co-workers on the job? We can provide the training you need to be a union Representative (Rep) or a union activist (referred to as a “Communicator”, “Work Area Leader”, or “Liaison”).

We strongly encourage members to participate actively in HPAE’s activities; our members are the union.
LEARN MORE AND TAKE ACTION

Get involved and stay connected with HPAE at www.hpae.org

Our website provides members with vital information about HPAE’s state-wide activities and our local unions, including:

- Information on the elected officers of our union and our State Executive Council (SEC).
- HPAE’s history and who we represent
- Updates and events for each local union
- Our priority issues and campaigns
- Member benefits
- Constitution and By-laws

Stay informed, join the conversation, and make your voice heard.

Like HPAE on Facebook:
www.facebook.com/hpae.aft

Follow HPAE on Twitter:
@hpaeAFT

Follow HPAE on Instagram:
@hpae_aft
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