

**HPAE LOCAL 5185**

# **We Deserve Parity**

**Union Contract's Nurse to Patient Ratios and a Proposed Critical Staffing Bonus**

**March 1, 2017**

## **CHRIST HOSPITAL GRIEVANCE, ARBITRATION AND BONUS**

HPAE Registered Nurses at Christ Hospital, also owned by CarePoint Health, recently won an hourly bonus of \$20 per hour to address critical staffing needs.

This is the result of a grievance our union filed in 2015 stating that the Hospital was not meeting the nurse to patient ratios in the union contract. After 2 years of meetings and union advocacy, our union and CarePoint management reached an agreement, with the guidance of an arbitrator, to incentivize RNs to work in times of critical staffing needs. This puts the arbitration on hold.

It is a fair agreement that both sides agreed upon after hours of discussion. It is currently in the first month of its rollout.

## **BAYONNE MEDICAL CENTER GRIEVANCE AND ARBITRATION**

Our union at Bayonne also has a grievance pending, alleging the Hospital did not meet the nurse to patient ratios for the months of January and February of 2016. After meetings and discussion, our Union and management agreed on a trial program, beginning in January of 2017. The trial program allows nurses who are downstaffed, and who volunteer to be on call with management's approval, would then receive on-call pay, and may be called back to work if staffing needs dictate. The trial program will last for three months.

To be clear, our Union may decide to proceed to arbitration if this trial program does not improve staffing.

## **BAYONNE MEDICAL CENTER BONUS: WE DESERVE PARITY WITH CHRIST HOSPITAL**

Our Union has made clear to CarePoint that staffing at Bayonne Medical Center is at a critical level. Furthermore, to improve staffing and retention, our nurses deserve the same opportunity for an hourly bonus NOW.

***As of this date, we have made a proposal to management and are awaiting a meeting to negotiate a fair agreement***

As any changes to wages would involve amending our union contract, any changes we agree to would be brought to you, the members, to vote on to approve.

In Solidarity,  
HPAE Local 5185 Local Executive Board