

HPAE Local 5030 Contract Settlement

Our bargaining committee recommends a YES vote to ratify the agreement settled on June 9th with Hackensack Meridian Health.

HIGHLIGHTS:

- *Power within the HMM system:** Within 90 Days we will be meeting with Hackensack Meridian Health to discuss joint bargaining on common issues with our sister HPAE hospitals Jersey Shore and Southern Ocean Medical Center. Our contract will expire next year on the same day as the Harborage (owned by HMM) and Englewood Hospital (affiliated with HMM).
- *Staffing:** We improved our staffing committee language and removed outdated language. Added new language that the Union appoints members to any new committees the Hospital will create as it works toward Magnet status.
- *Breaks:** after you voiced concern that short staffing caused you to work through breaks, management now is required to schedule breaks at the beginning of each shift with you and your co-workers.
- *Major wage realignments** for 12 job titles
- *NO CHANGES** to our health insurance plan. Maintain premium share percentages

SUMMARY OF TENTATIVE AGREEMENT

- Term of Agreement: June 1, 2017-May 31, 2018
- Wages: June 1, 2017 2.25% for all full and part-time employees
 - Non-RN Per Diems: bonus of 1% of base rate multiplied by number of 2016 hours worked, differentials not included
 - RN Per Diems: Hired after June 2, 2012:
 - Day/Holiday Day: \$43.50
 - Evening/Night, Weekend Day, Holiday Evening, Holiday Night: \$50.00
 - Weekend Evening/night: \$55.00
 - Realignments (Wage grade increases applied first, across the board raises second):
 - Patient Care Techs: move from grade 4 to grade 5
 - Sr. CT Scan, Sr. MRI, Sr. Special Procedures, Sr. Ultrasound, Sr. Mammo: additional \$1.50/hr (amend wage table all steps)
 - Cat scan/MRI tech: move to Grade 17
 - Mammo, Ultrasound, Special Procedures: \$0.25/hr (amend wage table all steps)
 - Nursing Assistants and Infant Care Techs: Merging wage scales 3 and 10; increase of approximately \$0.25/hour
- New Union bulletin boards in off-site Physical therapy and Mental Health worksites
- Paid time for Union committee members to attend joint labor management committees
- Added no discrimination based on gender identity or expression language
- Updated arbitrator list of names for 17.2 cases (situations where there is no agreement on the pay rates for new job titles)
- Breaks must be scheduled at the start of shift by management and the employee. If patient needs dictate, breaks will be rescheduled
- Bereavement days: added 3 days for domestic partner (same sex or opposite sex), 1 day for grandchild
- Part-time members now eligible for up to \$1000 tuition reimbursement
- Staffing: Deleted dead language. Enhanced staffing committee language. Added new language that gives the Local Union the right to choose who is appointed to new committees established by the Hospital.
- Per Diem Bidding: New language that states when 2 or more per diems bid on the same job and skill and ability are equal, earliest date of hire will be selected.
- Improved and clarified the Hospital's disciplinary form; Established that counselings are not part of the disciplinary process.
- Hospital agreed to add the following positions: Housekeeping Heavy Cleaners: 1 FTE on Day (ER), 1 FTE Evenings, 1 FTE Night. LAB: 1 FTE Day Phlebotomist, 1 FTE Flex Medical Technologist
- Joint bargaining: within 90 days of ratification of the Palisades contract, the Union and Employer will meet to discuss joint bargaining for common issues in the next round of contract negotiation with PMC, Jersey Shore and Southern Ocean