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Why form a union with HPAE?

Unions organized with HPAE bring healthcare professionals increased pay, good benefits, and decent working conditions. Together, unionized workers advocate for good jobs and safe communities, quality healthcare, and retirement security.

HPAE members fight for – and win – significant gains and improvements for health professionals and patients through collective bargaining, such as:

- Safe staffing standards, with staff 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 all across New Jersey.

Some changes we need as a union go beyond the walls of our employers, and require changes in the law and State agencies regulating the healthcare industry. HPAE has won changes impacting every healthcare worker, including:

- Staffing Disclosure
- Needlestick Safety
- Ban on Mandatory Overtime
- Violence Prevention
- Safe Lifting Equipment
- Paid Family Leave
- Increased Minimum Wage
- Earned Sick Days
- Pay Equity

HPAE members are continually on the forefront of public efforts to fix New Jersey’s healthcare system and make it based on patients, not profits.

Stronger laws and protections for all.

ORGANIZE WITH HPAE. HPAE will help you organize and win a fair contract.

HPAE has a dynamic reputation as an advocate for healthcare workers and patients. That’s why in 40 years we’ve grown from 250 to nearly 14,000 members.

However, only one-third of all nurses and health professionals in NJ hospitals are union members. As hospitals merge into giant health systems, we need the power of a union to establish high standards of professional practice.

WHAT’S THE COST?

Once a local group wins their first contract, HPAE members pay 1.25% of their gross salary to cover all the expenses of their union.