

Agreement by and between HPAE Local 5091 & Bergen New Bridge Medical Center

Modification to Article 1.1 to include Advance Practice Nurses (APN) in the parties current CBA.

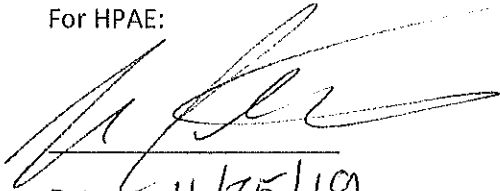
1. Effective November 24, 2019 the following pay scale shall apply for Advanced Practice Nurses:

Hire in Rates			Current APN Rates		
APN	Hourly	Annual	APN	Hourly	Annual
0 - 3 yrs	\$49.35	\$102,648	0 - 3 yrs	\$50.59	\$105,230
4 - 6 yrs	\$51.31	\$106,721	4 - 6 yrs	\$52.60	\$109,406
7 - 10 yrs	\$53.34	\$110,938	7 - 10 yrs	\$54.68	\$113,728
11 - 15 yrs	\$56.16	\$116,820	11 - 15 yrs	\$57.58	\$119,759

- A. Any APN currently making a higher rate than the above chart will have their wage rate maintained (red circled). Wage rates above apply to any and all new membership.
 - B. All contractual increases beginning June 1, 2020 shall apply throughout the term of the current CBA. Step increase do not apply to APNs.
 - C. All full time APNs are to maintain an exempt status and all job responsibilities remain the same as prior to the execution of this agreement.
 - D. A differential of \$125 shall be paid to any APN working a contractually recognized Holiday.
 - E. A signing bonus of one thousand dollars (\$1,000) shall be payable to full time APNs active on the payroll on June 1, 2019. The parties agree that payment is to be made prior to the end of the 2019 calendar year.
 - F. The per diem rate shall be \$66.30.
2. Effective November 24, 2019 APNs are required to transition to health insurance coverage per Article 27 of the CBA should they elect health insurance.
3. The parties agree to have continued dialog on the assignment of a dedicated contact person on the medical staff to serve as an information resource for the APNs within the next thirty (30) days.
4. The parties agree to have continued discussion as to whether back dating to June 1, 2019 is possible for HPAE Retiree Medical Trust participation; and any and all conditions that apply if permissible under regulation.
5. The parties reserve the right to enter into additional discussions as they arise if not addressed in this agreement.

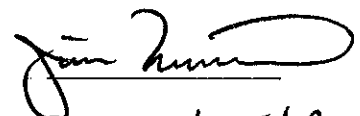


For HPAAE:



Date: 11/25/19

For BNBMC:



Date: 11/25/19