

**Our bargaining committee recommends a YES vote to ratify the agreement settled on January 31<sup>st</sup>, 2021 with Hudson Regional Hospital.**

## **SUMMARY OF TENTATIVE AGREEMENT**

- Term of Agreement: January 1<sup>st</sup>, 2021 – December 31<sup>st</sup>, 2023
- Wages:
  - Retroactive to January 1<sup>st</sup>, 2021 – 2.0% increase for all employees
  - January 1<sup>st</sup>, 2022 – 2.2% increase for all full, part- time & per diem employees.
  - January 1<sup>st</sup>, 2023 – 2.4% increase for all full, part-time & per diem employees.
  - January 1<sup>st</sup>, 2022 – all Service workers with 10 or more years of service at HRH will have an additional fifty (50) cents added to their base rate.
  - January 1<sup>st</sup>, 2022 – a Step 27 will be added to all RN and Tech job scales. The step will be worth 1.25%. This will also bump the top step (Step 30) by 1.25%.
  - January 1, 2021, the new Per Diem rate for radiology techs will be pegged to Step 10 of the FT/PT wage scale (at the appropriate modality).
  - January 1, 2021 – a new wage scale will be created for “Certified Pharmacy Technician” with a \$2/hr increase from the current rate.
- Evening and night shift differentials will be increased by twenty-five (25) cents per hour.
- Effective January 1<sup>st</sup>, 2023 the weekend differential for FT and PT workers will be increased by fifty (50) cents per hour.
- A float pool will be established. Nurses in the float pool, as well as those that volunteer to float outside of their district, will get a \$2/hr differential for hours worked outside their float district.
- The maximum sick bank from increased to 300 hours.
- Forty hours of sick time may be used for expanded reasons laid out in the NJ Earned Sick Leave Act (e.g., if your child’s school is closed due to snow you may use sick time).
- Service Per Diems now covered by the Union.
- If a member was denied two weeks’ summer vacation due to the pandemic, they may take extra summer vacation time during this contract.
- Management will provide a break room with lockers, running water & a microwave for each unit.
- Improved visibility for the Union bulletin board and access for regular, on site, bi-monthly membership meetings.
- Tighter mandates for Per Diems working holidays and weekends.
- New Cigna EPO medical plan.

**PLEASE REMEMBER TO JOIN US FOR ONE OF OUR ZOOM MEETINGS TO DISCUSS THE NEW DEAL AND ANSWER ANY QUESTIONS YOU HAVE!!**

Thursday, February 4<sup>th</sup> at 8p OR  
Friday, February 5<sup>th</sup> at 9:30am

Meeting ID: 968 7370 0277

Passcode: 210151