

SECURING OUR FUTURE

HPAE LOCAL 5004

WHAT WE MIGHT FACE

#6 Proposed Change – Salary Increases

In this sixth notice we will identify the differences in salary increases. Our current contract provides for anniversary increases, yearly cost of living increases, and longevity bonus. HPAE Locals affiliated with Hackensack Meridian Health (HMH) receive merit increases.

In this notice, we will talk about what our current collective bargaining agreement offers us and what exists in HPAE Locals affiliated with Hackensack Meridian Health (HMH).

Currently:

Salary increases for employees with at least 31 years or more of continuous service paid at the end of year.

Full time and Weekend Flex receive \$1000 on anniversary.






Part time receive \$600 on anniversary.

In addition, full time, part time, weekend flex and casual per diems receive negotiated cost of living increase yearly.

Wage Scale increases for full time, part time and weekend flex, on step 0 to 30. (Wage Scale indicates years of service.)

Our example, of movement on the wage scale, is someone with 8 yrs. seniority whose anniversary date is in September. On 7/1/18 Step 8 was \$40.09. Anniversary increases are in italics, underlined and bold.

Movement on the wage scale occurs left to right and up and down. Every year on one's anniversary they move down the scale to the next step. Every year on 7/1 one moves across the step they are currently on.

Step	7/1/2018	7/1/2019	7/1/2020
8	40.09 	40.59	40.99
9	<u>40.83</u> 	41.34 	41.75
10	41.56	<u>42.08</u> 	42.50 
11	42.29	42.82	<u>43.24</u>
12	43.03	43.56	44.00

HPAE Locals affiliated with HMM Salary Increases

July 1st of each year, nurses receive a performance-based increase, (merit increases) based upon their performance appraisal rating by manager.

Overall Rating	7/1/2019 Performance Increase
1-1.74	0%
1.75-1.99	0%
2.0-2.24	1.75%
2.25-2.49	2%
2.5-2.74	2.25%
2.75-3.00	2.5%

% increases are added to nurses' base rate.

Knowing what we all know about our managers, **can you determine your performance increase?**

If a nurse is out on a leave of absence greater than 9 months in the performance year, they are not eligible for a performance evaluation or merit increase the following year.

HMM has no

- ❖ **anniversary increases!**
- ❖ **cost of living increases!**
- ❖ **longevity bonus!**