

SECURING OUR FUTURE

HPAE LOCAL 5004

WHAT WE MIGHT FACE

On a regular basis you will be receiving information to help you understand what we might face in the upcoming negotiations and the impact of those proposed changes on you, the membership. Also, the information you will be receiving is meant for you to discuss with your colleagues. The end result would be everyone is informed, have an opportunity to ask questions, and your negotiations team can ascertain what the memberships priorities are.

#1 Proposed Change - PTO (Paid Time Off)

What is PTO? PTO combines vacation, sick, and personal time into a single bank of days for employees to use when they take paid time off from work. Generally, the accumulated benefit time in a PTO bank is less than if there were separate banks of benefit time.

Vacation Accrual

In this first 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- vacation accrual is based on years of service (6 mos. to 12 yrs).

FT 8H shift = 19 days (152 hours) to 29 days (232 hours)

PPT1 8H shift = 11.4 days (91.2 hours) to 17.4 days (139.2 hours)

FT 12H shift = 18 days (156 hours) to 28 days (236 hours)

PPT1 12H shift = 11.4 (93.6 hours) to 17.4 days (141.6 hours)

The maximum vacation accrual is 2 times the employees annual entitlement.

For example, an FT 8H shift employee can hold 464 hours in their vacation bank.

HPAE Locals with HMH, vacation accrual is based on years of service (0 to 20yrs)

FT 8H shift = 20 days (160 hours) to 34 days (272 hours)

PPT1 8H shift = 12 days (96 hours) to 20.4 days (163.2 hours)

*FT 12H shift = 12 days (144 hours) to 20.4 days (244.8 hours)

PPT 1 12H shifts = 8 days (96 hours) to 13.6 days (163.2 hours)

***FT 12H shifts do not work a fourth day.**

The maximum vacation carry-over from one year to the next for FT 40H employees is 80 hours, FT 36H employees can carry over 72 hours, and PT1 24H employees can carry over 48 hours. Any excess hours are forfeited. Any denied vacation request, the Director (nurse manager) can request an exception which must be approved by the responsible VP and the Chief HR Officer.

The only time you can access paid sick time (ESL) is when you are on a paid leave of absence after the third (3) day. Therefore, any sick calls will be paid out from your vacation bank.

#2 Proposed Change - PTO (Paid Time Off)

What is PTO? PTO combines vacation, sick, and personal time into a single bank of days for employees to use when they take paid time off from work. Generally, the accumulated benefit time in a PTO bank is less than if there were separate banks of benefit time.

Holiday Time

This second 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, holiday designation is as follows:

- FT 8H shift = 8 holidays
- PPT1 8H shift = 5 holidays
- FT 12H shift = 5 holidays
- PPT1 12H shift = 3 holidays

HPAE Locals with HMH holiday designation is as follows:

- FT 8H shift = 6 holidays. Paid at 8 hrs.
- PPT1 8H shift = 6 holidays. Paid at 4.8 hrs.
- FT 12H shift = 6 holidays. Paid at 8 hrs.
- PPT1 12H shift = 6 holidays. Paid at 4.8 hrs.

Employees can supplement holiday hours with PTO time. For example, a 12H shift nurse can supplement the 8 hours of holiday pay with 4 hours of PTO. A PPT1 8H shift employee can supplement the 4.8 hours of holiday pay with 4.8 hours of PTO. A PPT 12H shift employee can supplement the 4.8 hours of holiday pay with 7.2 hours of PTO. 12-hour shift employees are not guaranteed to work only two (2) days in a work week when they are scheduled off on a holiday, reasonable efforts will be made to accommodate 2 day schedule.

#3 Proposed Change - PTO (Paid Time Off)

What is PTO? PTO combines vacation, sick, and personal time into a single bank of days for employees to use when they take paid time off from work. Generally, the accumulated benefit time in a PTO bank is less than if there were separate banks of benefit time.

Sick Leave

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

Currently, sick leave accruals are earned every month.

FT 8H & 12H shift per month = 12 days per year

PPT1 8H & 12H shift = 4.8 hours per month = 7.2 days per year

800 hours are the maximum accrual of sick leave

Any hours in excess of 480 hours of sick leave accrual can be cashed out at a rate of 25%

If no sick time is used in a six-month period (January-June and/or July-December), FT will earn an 8H vacation day and PPT1 will earn 4.8H vacation day.

HPAE Locals with HMH the accrual rate of Earned Sick Leave (ESL Program) is .03333 for each regular or overtime hour worked.

Accruals: FT 8H shift = 7 days/yr.

PPT1 8H shift = 4 days/yr

* FT 12H shift = 4 days/yr.

PPT1 12H shift = 3 days/yr.

40 hrs. are the maximum carry over of ESL

400 hrs. are the maximum accrual of ESL for FT 8 hr. shift

360 hrs. are the maximum accrual of ESL for FT 12 hr. shift

240 hrs. are the maximum accrual of ESL for PPT 1 employee

***FT 12 hr. shifts do not work a fourth day.**

Under the ESL Program an employee does not earn ESL for using PTO time - vacation, sick day, and/or holiday time.

#4 PTO (Paid Time Off)

What is PTO? PTO combines vacation, sick, and personal time into a single bank of days for employees to use when they take paid time off from work.

Generally, the accumulated benefit time in a PTO bank is less than if there were separate banks of benefit time.

In this fourth notice we will differentiate between benefit time offered currently through HPAE Local 5004 collective bargaining agreement and what we might face in negotiations.

HPAE Local 5004	HPAE Locals with HMH
Vacation accruals 6 months – to 12 years	Vacation accrual 0 to 20 yrs.
8 hr. FT 19 days to 29 days	20 days to 34 days

PPT1 11.4 days to 17.4 days	12 days to 20.4 days
12 hr. FT 18 days to 28 days	12 days to 20.4 days
PPT1 11.4 days to 17.4 days	8 days to 13.6 days
Holidays	Holidays
8 hr. FT-8 days	6 days @ 8 hrs. of pay
PPT1 1-5 days	6 days @ 4.8 hrs. of pay*
12 hr. FT-5 days	6 days @ 8 hrs. of pay*
PPT1 1-3 days	6 days @ 4.8 hrs. of pay*
	*Holiday pay supplemented with PTO – vacation hours.
Sick Leave	Sick Leave (ESL)*
8 hr. FT-12 days	7 days
PPT1 7.2 days	4 days
12 hr. FT-8 days	4 days
PPT1 4.8 days	3 days
	* This is the probable total accrual. Under the ESL Program an employee does not earn ESL for using PTO time -vacation, sick day, and/or holiday time.

IMPACT OF CHANGES

HPAE Locals affiliated with HMH earn less benefit time. Vacation accruals are utilized to pay out vacation usage. Vacation accruals and ESL (Earned Sick Leave) are combined to pay out sick time. For example, if a nurse is on a paid disability leave of absence, the first 3 days are paid from vacation accrual. The rest of the leave is paid out from the ESL bank. To understand the personal impact of these benefits, examine how you accrue and use your benefit time. Refer to the previous PTO notices which includes limitations on carry over and total amount of accrual for each benefit.

#5 Proposed Change – Reduction of workweek

On a regular basis you have been receiving information to help you understand what we might face in the upcoming negotiations and the impact of those proposed changes on you, the membership. Also, the information you will be receiving is meant for you to discuss with your colleagues. The end result would be everyone is informed, have an opportunity to ask questions, and your negotiation team can ascertain what the membership's priorities are.

In this fifth notice we will identify the impact of not working a fourth day in a twelve-hour schedule. HPAE Locals affiliated with Hackensack Meridian Health (HMH) do not work a four-day week in a twelve-hour schedule. We want to inform you of the financial impact of not having a four-day work week.

The examples below are based on a salary of \$40. an hour and are an approximation.

Salary:

Rate: \$40/hr	Hours worked/month	Weekly salary	Yearly salary
4-day work week	160	\$1,476.92	\$7,6800
3 day work week	144	\$1,329.23	\$6,9120
Salary loss		\$147.69	\$7690

Social Security Benefits is a three-step process based on using your earning history to calculate your Average Indexed Monthly Earnings. Your earning history is diminished with a 3-day work week.

403B Match – if your salary is decreased so is your match from the hospital.

Temporary Disability is 85% of weekly salary, but maximum amount you can collect is \$903/per week under NJ Disability.

4-day	3-day
\$1255.38	\$1129.85

Difference \$125.53/less wkly. Recognize, while out on disability, you have reduced your benefit based on a 3-day work week.

Worker’s Comp is 70% of weekly salary. but maximum amount you can collect is \$969/per week under NJ Worker’s Comp.

4-day	3-day
1,033.84	\$930.46

Difference \$103.38/less wkly. Recognize, while out on worker’s comp, you have reduced your benefit based on a 3-day work week.

Realize, you reduce the accrual of all benefits under HMM contracts.

#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	<i>40.09</i> ↓	40.59	40.99
9	40.83 →	<i>41.34</i> ↓	41.75
10	41.56	42.08 →	<i>42.50</i> ↓
11	42.29	42.82	43.24
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!**