



## Message from the President



Dear Members:

We will begin negotiations in April 2021. The success of any negotiation process is based on:

**Who is asking—all 700 members or just a few?**

### What will be done to secure a new collective bargaining agreement?

Each member of HPAE Local 5004 bears the responsibility of responding to those two questions. Each member's response will be solely responsible for the success of the entire membership reaching a successful new collective bargaining agreement. Each member will be answerable for the negotiated new collective bargaining agreement. Each member is accountable for each of the following:

- Staying informed about the status of negotiations.**
- Seeking answers to questions that may arise during negotiations.**
- Participating in union activities.**

It is clear, from the results of the member contract survey, that the most important issues are the ability to use accrued vacation (better work/life balance), the ability to receive education in an environment that promotes learning, retention of nurses, and a fair wage increase. All of these initiatives are important and have a cost to the hospital attached to it.

But, let's consider the 'nurse savings cost'. Retaining a stable nursing staff increases productivity, provides better patient outcomes, and increases the quality patient care rendered.

The hospital lost over 3.3 million dollars in staff turnover in 2020. The hospital has a turnover rate for full time and part time nursing staff of 13.9% for 2020. The turnover rate for full time and part time nursing staff in New Jersey is 13.1% for 2020. Imagine those lost dollars spent on the issues identified by the members, which in turn would reduce staff turnover along with other key strategic imperatives. We also have to factor in the cost of agency nurses as lost revenue to the hospital.

We intend to propose establishing measurable goals which needs to be a core component of any retention strategy. Part of that is strategic considerations which include developing programs/initiatives to retain new hires and older workers.

Our success is conditional based on each member involvement. The Communicators (union representatives), on your unit, will be contacting you in the next few weeks to ask you to participate in union activities. Some activities are simply wearing union messaging, that is stickers, or bracelets. Other activities will be passing out leaflets to the community on Engle Street. You will be notified of time and place for you to plan to partake in these activities.

—Alice Barden, Local 5004 President

## Negotiations 2021

Summary of HPAE contract proposals

### VACATION

- Improve vacation scheduling guidelines.
- Expand vacation summer months.

### HOLIDAY

- Clearer language regarding Christmas and New Year's Day designation.

### CONTINUING EDUCATION

- Guaranteed paid continuing education days per year.
- Quarterly competencies for specific skills per unit
- Improve upon skills fair accessibility to all shifts.
- Formal mechanism for educating the nursing staff on new technologies/procedures/medications.

### STAFFING

- Lower staffing ratios in J-1
- Increase staff in medical-surgical, maternal-child health, and critical care float teams.
- Create a peri-op float team.
- Explore initiatives to increase staffing, considering costs.

### JOINT NURSING PRACTICE COUNCIL (JNPC)

- Strengthen language concerning intent of committee and how it functions.
- Include theories on retention of nursing staff into the work of the JNPC.

### PANDEMIC/CRISIS PROPOSAL

- Process by which a healthcare crisis will be addressed.

### ON-CALL

- Define when on-call starts for units not currently addressed.
- Memorialized in contract that two nurses are on-call for the endoscopy unit.

### PRECEPTOR REIMBURSEMENT

- Convert preceptor educational credit to a monetary differential.

### ELECTRONIC SCHEDULING SYSTEM/ACUITY SYSTEM

- Ensure existing contract language is incorporated into these two new systems.

### TEN/TWELVE HOUR SHIFTS

- Strengthen language to maintain existence of flex shifts.

### WAGES

- A fair and equitable increase, maintaining step system, recognizing longevity.

**HPAE 2021 Virtual Convention: Oct 6 & 7**

Look out for upcoming Local 5004 Delegate Elections

# 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)

### 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 months to 12 years).

**FT 8H shift** = 19 days (152 hrs) to 29 days (232 hrs)  
**PPT1 8H shift** = 11.4 days (91.2 hrs) to 17.4 days (139.2 hrs)  
**FT 12H shift** = 18 days (156 hrs) to 28 days (236 hrs)  
**PPT1 12H shift** = 11.4 (93.6 hrs) to 17.4 days (141.6 hrs)

The maximum vacation accrual is 2 times the employee's 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 20 years)

**FT 8H shift** = 20 days (160 hrs) to 34 days (272 hrs)  
**PPT1 8H shift** = 12 days (96 hrs) to 20.4 days (163.2 hrs)  
**FT 12H shift\*** = 12 days (144 hrs) to 20.4 days (244.8 hrs)  
**PPT1 12H shift** = 8 days (96 hrs) to 13.6 days (163.2 hrs)  
*\*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.

## #3 Proposed Change - PTO (Paid Time Off)

### 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.

**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.

## #2 Proposed Change - PTO (Paid Time Off)

### 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 PPT1 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.

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.

## What We Might Face

### #4 PTO (Paid Time Off)

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
<b>Holidays</b>	<b>Holidays</b>
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*
	<i>*Holiday pay supplemented with PTO – vacation hours.</i>
<b>Sick Leave</b>	<b>Sick Leave (ESL)*</b>
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
	<i>* 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.</i>

### 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

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 \$40.00 an hour and are an approximation.

#### Salary:

4-day week 1 60/hrs./mo. \$76,800/yrly. \$1,476.92wkly.

3-day week 144/hrs./mo. \$69,120/yrly. \$1,329.23 wkly.

**Difference** \$7,680/less yrly. \$147.69/less wkly.

**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.

#### Temporary Disability is 70% of weekly salary.

4-day \$1,033.84	3-day \$930.46
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**Difference** \$103.38/less wkly. Recognize, while out on disability, you have reduced your benefit based on a 3-day work week.

**Worker's Comp** same as above but maximum amount you can collect is \$969/per week under NJ Worker's Comp.

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

**Address Service Requested**



**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. HPAA 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 HPAA 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.

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 down and across. 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	<b><i>40.83</i></b> ↓	41.34	41.75
10	41.56 →	<b><i>42.08</i></b> ↓	42.50
11	42.29	42.82 →	<b><i>43.24</i></b> ↓
12	43.03	43.56	44.00

This amounts to a 7.64% increase over the 3 years of the contract

**HPAA Locals affiliated with HMH.**

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

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

Overall Rating	7/1/19 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.*

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.

**There are no: Anniversary increases! Cost of living increases! Longevity bonuses!**



Since the fall 2020, healthcare workers have been reporting concerns over highly suspicious ill-fitting, misshapen, sometimes torn and, often, odd-smelling "3M" masks. Workers have reported that it is difficult to get proper seal with these masks to ensure they are fully protected. It turns out, the nation is inundated with fake respirator masks. HPAA has published a guide on how to tell whether the mask you've been provided is potentially counterfeit, visit: <http://bit.ly/ExposedFaceMasks>

**The HPAA Council of Retirees (COR)** is a great way to stay connected with our Union when we retire. To become a member or for more info., contact, Doris Bell at [dbell-hpae@comcast.net](mailto:dbell-hpae@comcast.net).

For more information about the **HPAA Retiree Medical Trust** call 201-947-8000 or visit [www.hpae.zenith-american.com](http://www.hpae.zenith-american.com)

**Local 5004 Negotiations Committee**

- Alice Barden, Negotiation Team Chair
- Michele McLaughlin, PACU, A Shift
- Cathi Goldfischer, Berrie Pre-Post, A Shift
- Elaine Van-Buren Rizzo, MSICU, A Shift
- Marta Glaba, MSICU, C Shift
- Donna Arden, Endoscopy, A Shift
- Monica Mallen, Berrie OR, A Shift
- Stephanie Orrico, Retired former officer
- Mary DeRitter, NICU, A Shift
- Becky Esquivel, Berrie, Pre-Post, A Shift
- Karen Twomey, Infusion Unit, A Shift
- Adele Thomas, D4, C Shift
- Eric Maldonado, A Shift