



HPAE Local 5185 BMC Members

2021 Contract Negotiations

Update #1 May 28, 2021



To date we have had six bargaining sessions with management. The following does not represent all proposals on each side. These are preliminary, but represent a priority to address with you at present. We do have a number of tentative agreements – most of them are clean-ups to contract language that are not substantive.

SAVE THE DATE: MEMBERSHIP MEETINGS ON JUNE 10, 2021

TIME AND LOCATION TBA

Management Proposals

Shift Rotation	<p>Change language to allow for permanent shift change for “good and sufficient reason” and temporary shift changes for emergencies.</p> <p>Current language is only in the case of emergency, with restrictions on management’s ability to do this.</p>
Nurse Floating	<p>Management is seeking to eliminate the 25 year exemption for nurses’ requirement to float (they can currently volunteer to float) and to allow nurses with less than 2 years of hospital experience to float and take charge.</p>
On-call	<p>Current language is only for emergencies, management is seeking on-call for “patient needs.” This too vague and management is currently violating our contract by using the on-call team for non-emergent cases.</p>
Per diems	<p>Management is seeking language that states that per diems are at at-will, which would equal permanent probation.</p> <p>We have gone to arbitration over this issue in the past, and we consider it resolved – all employees have just cause protection under our union contract.</p>
Agency employees	<p>Management is seeking language that would elevate the rights of agency over the rights of our union members.</p> <p>For example, management wants to keep agency employees working while union members are cancelled or downstaffed.</p>

Union Proposals

Wages	<p>We have proposed a market rate increase for Registered Nurses and as well as an increase for all union members.</p> <p>While all members deserve a fair wage increase, Bayonne RNs are significantly behind other local hospitals and we have had difficulty recruiting and retaining RNs in the past three years.</p> <p><u>We have not received a wage proposal from management to date.</u></p>
Health Insurance	<p>Our initial proposal is to freeze the cost of health insurance for the entire contract.</p> <p><u>We have not received a health insurance proposal from management to date.</u></p>
Duration	<p>We have not made a proposal on the length of the contract. Management has floated the idea of a 5 year contract – we did not agree to this.</p>
Differentials	<p>We have proposed increases to charge pay, preceptor pay and certification pay.</p>
PTO and sick time	<p>We have proposed additional vacation and sick days</p>
Bonus shifts for non-nursing employees	<p>During the pandemic management did offer bonus shift to non-nurses. We want this practice continued in a predictable and fair way in our contract.</p>
Health and safety	<p>We are proposing changes to ensure safe and healthy working conditions in the wake of the COVID 19 pandemic. Management did correct their behavior regarding PPE after an OSHA citation and fine, but we deserve to know how employees would be paid if on quarantine as well as assurances that PPE education will be continued to be provided.</p>

Next week we have three meetings scheduled with the hospital: on June 2, 3 and 4. We will keep you updated on any developments.

In solidarity,

HPAE Local 5185 Bargaining Committee: Joan Zitzman, RN; Mary Ramos, RN; Carol Manno, RN; Susan Sienkiewicz, Respiratory Therapist; Marisol Mateo; Surgical Tech; Nanette Rivera, Rehab Aide; Michele Vielllette, Transporter