

Local 5097 The Harborage Member Bargaining Update

June 15, 2021

We finished our 4th day of negotiations Monday; June 14 additional dates are the 22 and 24. **HMH presented their economic proposal: 1% across the board for just 1 year.** The Union countered with 2 years and a 4% the first year and 3.5% the second year and labor market adjustments based on seniority,

Local 5097 Negotiation Team

- Sandra White, President
- Sharon Hodge, Vice-President
- Sharlene Grant, Secretary/Treasurer

Below is a list of the Union proposals that remain open.

1. Increase to tuition reimbursement.
2. Better Health and Safety Language.
3. Retirement bonus of \$500 for each year of the agreement.
4. Better staffing language and an addition 20 CNA's and 5 Rec. Aides.
5. New language on Pandemic and Preparedness and Review Committee.
6. A new Transition and Oversight Committee to address issues when it comes to errors in pay, PTO, ESL and Hartford.
7. Ratios passed by the NJ Legislature for CNA's.

Harborage-HMH continues to reject many of our proposals including staffing saying they are fully staffed. The Union argued that is not the case and we need the staffing ratios in the contract as outlined by the NJ Legislature last year. **The Union made the point that HMH had received over \$558 million from the Federal Government during the pandemic and that our members deserve more pay.** We have put our lives on the line to care for our residents over the last year. We expect Harborage-HMH to work with us to address the health and safety, staffing and wage improvements that are needed at our facility.

We will continue to send updates via text, email, and newsletter. Please stay alert for upcoming messages. We need everyone's support to achieve a good contract. Get involved by attending the meetings, share updates with your co-workers and make sure you sign the Health and Safety and Hero Pay petition. We also need CAT Team members to help during negotiations. If you are interested, please contact us.