



HPAE Local 5030

RN/Pro; LPN/Tech; Serv/Mtnc

Summary of 2021 Tentative Contract Agreement June 1, 2021

Ratification Meeting Via Zoom or In-Person

Please hold the date while we reserve a location.

Tuesday June 8th

8am – 1pm – 8pm

Prior to the Meeting

- ♥ Review the Tentative Agreements
<https://www.hpae.org/local/local-5030/>
- ♥ Review Synopsis below
- ♥ Send questions by email or to the LEB before the meeting.
- ♥ We will respond to all questions at the mtg.

Agenda for the Meeting

- ♥ Review of Tentative Agreements (TA)
- ♥ Question and Answer Period
- ♥ Ratification Vote

The Bargaining Committee Recommends the Membership Vote to Ratify the Agreement.

Contract Article	Tentative Agreement
Contract Duration	<ul style="list-style-type: none"> • May 30, 2021-May 31, 2024
Current Contract	<ul style="list-style-type: none"> • ALL language in contract remains unless specifically changed in the tentative agreements.
Wages RN: FT, PT and PD	<ul style="list-style-type: none"> • All RN will be placed on new wage schedule after being given recognition for years of experience (YOE) up to 30 years as an RN (U.S. only) • July 1, 2021: 2% across the board + BSN \$ or placed on the new scale, whichever is greater. • July 1, 2022: 2% across the board • July 1, 2023: 2% Merit increase program. • RN's may appeal new rate within 4 days of notice of new rate.

This document is for informational purposes to assist members in understanding the tentative agreements. For the full signed agreements, please go to the HPAE Local 5030 website. All language remains the same unless specifically altered by the new agreement. To get more involved, ask a question or report a problem please contact Local50302@HPAE.ORG



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Wages Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • July 1, 2021: All non-RN FT, PT and PD will receive a 2% across the board to their base rate. • July 1, 2022: 2% across the board raise • July 1, 2023: 2% Merit increase program. • Prior to implementation, HP AE and HMH will meet to discuss. • Central Supply techs: move from Grade 3 to Grade 5 • CT Scan Techs: move from grade 15 to 17 • Respiratory therapist Lic/Cert: Grade 11 increase • Respiratory therapist Reg: Grade 12 increase • Pharmacist: Grade 4 increase • Senior Pharmacist: Grade 2 and 5 increase • Physical Therapist: Grade 3 increase
Preceptor differential RN/Prof; LPN/Tech; S/M	<ul style="list-style-type: none"> • <u>Increased to \$1.50/hr</u> • <u>PD eligible for Preceptor</u>
Layoff Reduction of Hours RN/Prof; LPN/Tech; S/M	<ul style="list-style-type: none"> • <u>Increase in minimum layoff notice to 20 days.</u>
Education differential RN/Prof	<ul style="list-style-type: none"> • <u>MSN increased to \$2.50/hr</u> • BSN built into new base rate or .50 if RN is at the top of the scale.
National certification RN/Prof	<ul style="list-style-type: none"> • <u>Increased to Annual \$2500 bonus for certification pay, prorated PT</u> • <u>PD Eligible for National Certification</u>
Tuition reimbursement RN/Prof; LPN/Tech; S/M	<ul style="list-style-type: none"> • <u>Increased to \$5250 FT and \$2625 for PT</u>
Health Insurance RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • No cuts to benefits or plan design • <u>Can use all Quest facilities: 100%</u>
Correction of Payroll Errors RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • <u>If error is 8 hours or greater, HMH shall pay in a separate check in following week.</u>
Labor Management committee RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • Payroll, PTO, ESL and Leave administration issues will be discussed at LM to correct issues and limit reoccurrence.
Clinical Ladder compensation RN/Pro	<ul style="list-style-type: none"> • Creation of a clinical ladder • Can apply immediately • Annual Lump sum bonus for participation in Clinical Ladder. • <i>All new RN's are placed on Level I with no monetary benefit.</i> • <i>>1 year eligible to apply for level II.</i>

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	<ul style="list-style-type: none"> • Level II \$1000, prorated for PT • Level III \$2500, prorated for PT • Level IV \$4000, prorated for PT • Voluntary • 20+ hours or more • The clinical ladder is not complete. HPAE and staff RN's and HMH will work together to complete. Volunteer RN's are needed on the committee.
Floating RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • Float districts maintained. • No one may be floated outside of their clinical competency. • <u>RN float pay increased: \$5/hr float differential</u> • NO floating 10 years or greater <u>until June 1, 2022</u> • NO floating 25 years or greater <u>until June 1, 2023</u> • NO floating prior to 6 months on home unit (except float pool) • Order of floating remains the same.
Staffing Committee RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • Stronger staffing language to improve staffing on all units.
Staffing FT positions RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none"> • 10 RN and 8 CNA for float pool, progressive care and Med/Surg • 5 RN and 2 PCT for ED • 2 MCH Techs • 8 heavy cleaners
Per Diem	<ul style="list-style-type: none"> • <u>YOE on proper wage scale and \$5/hr differential</u> • <u>Minimum 2 hour call out by PD employee.</u> • <u>Eligible for Preceptor and Charge pay</u> • <u>Eligible for Certification bonus</u>
Flexing: Temporary reduction of staff RN/Prof; LPN/Tech; S/M	<ul style="list-style-type: none"> • Order of flexing protects bargaining unit work and by seniority • Minimum 2 hours pay if flexed. • Advanced notice • Choice to utilize PTO, voluntary on-call, cross training,
Referral Bonus RN/Prof; LPN/Tech; S/M	<ul style="list-style-type: none"> • \$300 for FT recruit; \$100 for PT recruit
Call outs RN/Pro	<ul style="list-style-type: none"> • Union and HMH-PMC will meet to discuss issue of calling out in Nursing Department.

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Shifts change Respiratory Therapist	<ul style="list-style-type: none">• 12 hour shifts
Weekend work RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none">• Upon ratification all bargaining unit hired prior to 1/1/1993 will be required to work every 4th weekend.
Pension Retirement RN/Pro; LPN/Tech; S/M	<ul style="list-style-type: none">• Dec 31, 2021 shall transition to full participation in 401K plan.• 50 or older and 10 or more years as of 12/31/2021 will receive an additional 3% contribution into the 401k for 2022 and 2023.
Pandemic Side Letter	<ul style="list-style-type: none">• PMC increased commitment to provide PPE, emotional and social health• Improved communication on health and safety with members and Union• Fit testing and related training

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