



HPAE Local 5030

RN/Pro; LPN/Tech; Serv/Mtnc

Summary of 2021 Tentative Contract Agreement June 28, 2021

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

Current Contract: ALL language in contract remains unless specifically changed in the tentative agreements.

Our Union Won!

- Duration of Contract: 3 years
- Won 2% or higher across the board raises for 2021
- Won 2% or higher across the board raises for 2022 for all staff
- Won 2% Merit Increase for 2023 and **only a** 3.5 score needed for top raise. We successfully pushed it to the 3rd year and the top raise is tied to a lower score. Members can file a grievance on their evaluation. Union has input on the 3rd year and have the ability to grieve performance evaluation tool.
- Won *Market Rate Adjustments which if greater than 2 % the greater amount would apply .

**Market Rate Adjustments or Grade Adjustments: Many of these raises are significantly higher than the 2% for 2021. (3% - 16 % and greater)*

- RN including PD
 - Central Supply Tech
 - CT Scan Tech
 - Respiratory Therapist (Licensed, Certified and Registered)
 - Senior Pharmacist, II, and Pharmacist
 - Physical Therapist
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- IN ADDITION TO ALL OF THE ABOVE; We Won an additional 1% annual incentive pay for all staff to begin in April 2022 (eligibility to begin in July 2021).
 - We Won 100 % access to Quest Labs with no cuts to benefits or plan design and can use all Quest facilities 100%.
 - Health and Safety Language: a committee to specifically address pandemics and emergency situations requiring more transparency and specific protections for our members

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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- Layoff Language: Won longer notice (20 days) in case of layoff.

- Increase in Differentials and bonuses
 - Preceptor Pay increased to \$1.50
 - Referral bonus: \$300 for FT recruit; \$100 for PT recruit

- Per Diem Improvements
 - YOE on proper wage scale and RN only \$5/hr differential on all hours worked.
 - Minimum 2 hour call out by PD employee.
 - Eligible for Preceptor and Charge pay
 - Eligible for Certification bonus

- WON significant Education Money!
 - All members: Increased Tuition Reimbursement to \$5250 FT and \$2625 for PT
 - RN: Clinical Ladder Compensation up to \$4000 annually.
 - RN: Increased Annual certification bonus to \$2500 prorated PT and PD eligible.
 - RN: MSN increased to \$2.50/hr
 - RN: BSN built into new base rate or .50 if RN is at the top of the scale.

- Won improvements in Labor Management committee, staffing committee and Payroll
 - If error is 8 hours or greater, HMM shall pay in a separate check in following week.
 - Payroll, PTO, ESL and Leave administration issues will be discussed at LM to correct issues and limit reoccurrence.

- Stronger staffing language to improve staffing on all units and the following positions:
 - 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

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WHAT HACKENSACK MERIDIAN WANTED AND WHAT WE DEFEATED

Cut Union Days in half: DEFEATED

Cut Education Leave in half: DEFEATED

Pay tied to Performance Evaluations (Merit Pay) From YEAR ONE : DEFEATED.

We successfully pushed it to the 3rd year and the top raise is tied to a lower score. Members can file a grievance if they their evaluation. Union has input on the 3rd year and have the ability to give performance evaluation tool.

Freeze Pension immediately: delayed by 6 months. Union won 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.

Wanted to eliminate float districts, DEFEATED. Wanted no rules on floating and make senior staff float: We were able to limit the changes and protect our patient safety.

- Float districts maintained.
- No one may be floated outside of their clinical competency.
- RN float pay increased: \$5/hr float differential
- NO floating 10 years or greater until June 1, 2022
- NO floating 25 years or greater until June 1, 2023
- NO floating prior to 6 months on home unit (except float pool)
- Order of floating remains the same.

Wanted Senior staff to work every other weekend: were able to keep the weekend work to for those hired before 1/1/1993 to work every 4th weekend.

Wanted to send staff home when census is down with no controls: We won the following protections and pay.

- 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,