



HPAE Local 5185 - BMC

Summary of 2021 Tentative Contract Agreement
Approved by a majority vote at the membership meeting,
held on July, 7 2021

Our Union Proposals Won!

WAGE INCREASES

Non-nurses	All employees, full time, part-time, half-time and per diem: 3% across the board wage increase per year in the first full pay period of July Cumulative 9% over three years
Registered Nurses (part a)	Full-time, part-time and half-time RNs in ICU, OR, ED, PACU, and Cath Lab/Special Procedures: \$6/hr differential for all hours worked (including if qualified nurses float there, they can receive the \$6/hr differential) Year 1: move 2 steps or the equivalent percentage (3.14%) Year 2: move 2 steps or the equivalent percentage (3.14%) Year 3: move 2 steps or the equivalent percentage (3.14%)
Registered Nurses (part b)	Full-time, part-time and half-time RNs in all other clinical areas: Year 1: move 2 steps or the equivalent percentage (3.14%) Year 2: move 3 steps or the equivalent percentage (4.71%) Year 3: move 3 steps or the equivalent percentage (4.71%)
Registered Nurses (part c)	<u>All Per Diem Nurses:</u> Year 1: 3.14% across the board wage increase Year 2: 3.14% across the board wage increase Year 3: 3.14% across the board wage increase

- Increase in call pay by \$1.00/hr. **from \$10.00/hr. to \$11.00/hr.**
- Preceptor pay increase by \$1.00/hr **from \$2.00/hr to \$3.00/hr**
- Charge pay increase by **\$1.00/hr from \$2.00/hr to \$3.00/hr**
- Respiratory Therapists: **Certification Pay for RRT-ACS**

WHAT MANAGEMENT WANTED AND WHAT WE DEFEATED

Per diems to become completely at will employees

Initial wage proposal of 0.5% per year

Health insurance: increases of up to 35% in employee contributions per year.

Peri-op forced overtime to finish cases on call – defeated

Increase in the amount of agency (non-union temp) workers permitted by contract

Nurses with less than 1 year being mandated to take charge or float

Additional 15 days to transfer to a new position for which you won a bid (from 30 to 45)

Permanent shift rotation – meaning the Hospital could switch your shift without your consent

Nurses with more than 25 years service being mandated to float

All employees with more than 25 years service being mandated to work weekends

Removal of limits on mandatory overtime

Permanent reduction of Emergency Room RN numbers from 5-6-4 to 4-6-4. Instead 18 month reduction to 4-6-4 due to reduced ED census with mediation and arbitration to revisit numbers in January 2023

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

*Change in downstaffing: Volunteers first. Then Agency (non contract), then bonus, OT, per diem who have met their requirement, agency (contract), part time on extra shifts, then involuntary full time on a rotating basis. Downstaffing practice from ICU (on “taking turns” and even distribution of downstaffing) for whole house

*You may be downstaffed after working 50% of your shift

*compliance with state law on flu vaccine, military leave, and non-emergency foreseeable use of NJ sick leave (can be declined)

Health Insurance Plan Changes:

- Maintain the current plan without increased contributions or other changes through 12/31/21. Effective 1/1/22, the plan year will be the calendar year. All negotiated changes will become effective 1/1/22.
- All Bi-weekly employee health insurance contributions are pre-tax

All changes below take place in January 2022 and remain static through 2024

- Raise deductible from \$750/\$1500 to \$850/\$1,700 (single/family)
- Increase office visit co-pay from \$40 to \$50
- Increase emergency room coinsurance from 20% to 25%
- Increase in-network coinsurance from 20% to 25%
- Move to Horizon Direct Access network. Overlap with current network is 95%. More information is available at https://doctorfinder.horizonblue.com/dhf_search (Click continue as guest then choose medical. Select Direct Access as your plan and choose a zip code and then a provider. See also: <https://www.horizonblue.com/members/plans/medical-plans/horizon-direct-access>.)

All changes below take place in January 2022 and bi-weekly increases go up in January 2023 and January 2024

- Employees now contribute approximately 20% of the cost. This is well below national averages. According to the US Bureau of Labor Statistics, in 2020, the average employee contribution for family coverage was 33%.
- Accordingly, BMC and HPAE agree to an annual increase in contributions of 20% to for employee only coverage and for all tiers of dependents coverage (employee plus 1 and employee plus 2 or more).

MANAGEMENT INITIALLY PROPOSED:

***SINGLE COVERAGE TO INCREASE BY 35% PER YEAR**

\$178 for full time per pay period by 2024

***DEPENDENT COVERAGE TO INCREASE BY 25% PER YEAR**

Employee + Spouse \$358 and employee + child(ren) \$263 per pay period by 2024

Family \$484.56 per pay period by 2024

Full time		Full time	Full time	Full time
Current Contributions		Jan 1, 2022 Contributions	1/1/2023 contributions	1/1/2024 contributions
Bi-weekly		Bi-weekly	Bi-weekly	Bi-weekly
Single - \$91.86	Increase by 20%/year	\$110.23	\$132.28	\$158.73
Employee + Spouse - \$199.20	Increase by 20%/year	\$239.04	\$286.85	\$344.22
Employee + Child(ren) - \$146.66	Increase by 20%/year	\$175.99	\$211.19	\$253.43
Family - \$269.20	Increase by 20%/year	\$323.04	\$387.65	\$465.18
Part-time				
Current Contributions		Jan 1, 2022 Contributions	1/1/2023 contributions	1/1/2024 contributions
Bi-weekly		Bi-weekly	Bi-weekly	Bi-weekly
Single – COBRA RATES	*NO CHANGE	COBRA RATES	COBRA RATES	COBRA RATES
Employee + Spouse – COBRA RATES	*NO CHANGE	COBRA RATES	COBRA RATES	COBRA RATES
Employee + Child(ren) – COBRA RATES	*NO CHANGE	COBRA RATES	COBRA RATES	COBRA RATES
Family – COBRA RATES	*NO CHANGE	COBRA RATES	COBRA RATES	COBRA RATES

All Dental plans (DMO, PPO) bi-weekly employee contributions will increase by 10% per year from current amounts

DMO	Full & Benefits Eligible Part Time	Full & Benefits Eligible Part Time		Full & Benefits Eligible Part Time		Full & Benefits Eligible Part Time	
	Current Contributions	10% increase 1/1/22 - 12/31/22	\$ Change	10% increase 1/1/22 - 12/31/22	\$ Change	10% increase 1/1/22 - 12/31/22	\$ Change
	Bi-Weekly	Bi-Weekly		Bi-Weekly		Bi-Weekly	
Employee	\$ 3.75	\$ 4.13	\$ 0.38	\$ 4.54	\$ 0.41	\$ 4.99	\$ 0.45
EE & Plus 1	\$ 7.51	\$ 8.26	\$ 0.75	\$ 9.09	\$ 0.83	\$ 10.00	\$ 0.91
EE & Plus 2 or more	\$ 11.26	\$ 12.39	\$ 1.13	\$ 13.62	\$ 1.24	\$ 14.99	\$ 1.36
PPO	Full & Benefits Eligible Part Time	Full & Benefits Eligible Part Time		Full & Benefits Eligible Part Time		Full & Benefits Eligible Part Time	
	Current Contributions	10% increase 1/1/22 - 12/31/22	\$ Change	10% increase 1/1/22 - 12/31/22	\$ Change	10% increase 1/1/22 - 12/31/22	\$ Change
	Bi-Weekly	Bi-Weekly		Bi-Weekly		Bi-Weekly	
Employee	\$ 7.51	\$ 8.26	\$ 0.75	\$ 9.09	\$ 0.83	\$ 10.00	\$ 0.91
EE & Plus 1	\$ 13.15	\$ 14.47	\$ 1.32	\$ 15.91	\$ 1.45	\$ 17.50	\$ 1.59
EE & Plus 2 or more	\$ 20.65	\$ 22.72	\$ 2.07	\$ 24.99	\$ 2.27	\$ 27.49	\$ 2.50

Prescription Drug Plan: All changes below take place in January 2022 and remain static through 2024

- Co-pay proposal (G = Generic, PB = Preferred Brand, NPB = Non-Preferred Brand):

RX Copays	
Retail (30 DOS)	G: \$6.00 PB: \$50.00 NPB: \$70.00
Retail Maintenance (90 DOS)	G: \$16.00 PB: \$90.00 NPB: \$130.00
CarePoint Health Pharmacy (BMC and Christ) 30 DOS	G: \$3.00 PB: \$45.00 NPB: \$60.00
CarePoint Health Pharmacy BMC and Christ) 90 DOS	G: \$10.00 PB: \$80.00 NPB: \$110.00

Notes: Generic Copays are reduced by \$4.00.

Preferred Brand and Non-Preferred Brand Copays are increased by \$10.00.

Copays will remain at these levels for the life of the new agreement.

- Transform Diabetes Care. THIS PROGRAM IS PURELY VOLUNTARY. It is offered by CVS. It is designed to work with patients who have diabetes with the goal of improving their diabetes (i.e. lowering A1C) as well as their overall health. CVS uses all available data to create a custom care plan for each patient. CVS works with the patient and MD to close care gaps and address adherence issues that are often a challenge for those with diabetes. The program includes face-to-face counseling, telephonic outreach, as well as digital connection points via their app and connected blood glucose meter. Their digital app offering also works to address things like hypertension management and nutritional support. The goal of the program is to work with the patient in a “holistic approach” rather than only focusing on the diabetes alone.
- CVS Maintenance Choice: This is a pharmacy network option through which members get 90 day supplies of medication (after 2 grace fills) at a CVS retail or mail pharmacy for medications used on an on-going or “maintenance” basis. Claims filled at CVS pharmacies in 90 day supplies receive the best discounts and rebates, saving members and the plan money.
- Align Retail 90/ Mail Copay to 2.5 x Retail Copay: Currently, RX copays for 90 day or 3 month supplies are equal to 2x the retail 30 day copay. As a result, the plan loses a full 30 day copay each time someone fills a 90 day Rx. The best practice is for copays for 90 day supplies to be at least 2.5x the retail 30 copay.