



BARGAINING SNAPSHOT

FROM THE HPAE NURSES
LOCAL 5089
TABLE WITH RUTGERS

Join the HPAE Bargaining Team
and Contract Action Team
at the February 28
Coalition of Rutgers Unions
Day of Action



The HPAE bargaining team wants all members to be well informed about the status of the issues prioritized by membership. Stay connected to your negotiations. Join the Union's bargaining caucus, upcoming membership meetings, and the February 28 Coalition of Rutgers Unions Day of Action to support winning a contract we can all be proud to enforce

Stand With Your Bargaining Team for a Strong Contract
Join the Upcoming Coalition of Rutgers Unions Day of Action
Tuesday, February 28

In Newark and locations around New Jersey
Meet at 12pm at the
Paul Robeson Student Center
350 Dr. Martin Luther King Jr. Blvd. Newark NJ 07102

WAGES

Union

6.5 % and a step increase for every year of the agreement
Experience based scales for APNs, nurse clinicians and research clinicians (instead of min, mid, and max salaries)



Employer

Delay raise of 1% and a step movement from July 2022 to January 2023.
Following years: 1% and a step each year
*CRNAs - bonuses but no increase to base pay, movement on range (every two years)

JOB SECURITY

Union

Preserve Union jobs and Improve job security for all in the HPAE bargaining units
Stop subcontracting of union work. No reporting to outsourced management. More notice and longer right to recall if affected by a lay off.
Stop Union Busting



Employer

Management can subcontract your job, sell your workplace, clinical areas especially vulnerable to layoff by attrition and subcontracting to Barnabas
30 days notice of layoff
You might be considered for open positions

STAFFING

Union

Create a staffing committee to set nurse to patient ratios and staffing levels



Employer

Status quo - address staffing in quarterly Labor Management Meetings

PARKING

Union

Free Parking



Employer

Keep paying more for parking than your coworkers



HEALTH AND SAFETY

Union

Employer

In solidarity with the Coalition of Rutgers Unions, we demand safe working environments free from violence and hazards, access to PPE with clear and effective processes to advocate for better facilities, air quality, and protective equipment



BENEFITS

Union

Employer

In solidarity with the Coalition of Rutgers unions, we are prepared to propose creative solutions to overcoming increases in NJ State Health Insurance costs



REMOTE/TELEWORK

Union

Employer

In solidarity with the Coalition of Rutgers Unions, since 2020 we demonstrated our work can, in many cases, be done remotely and look forward to returning to bargaining to present a proposal on continued telework



Current policy
and practice
can be
revoked at
any time

CONTINUING ED

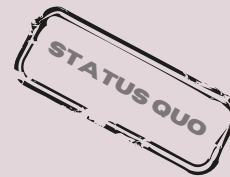
IMPROVED TUITION REMISSION AND REIMBURSEMENT

Union

Employer

Expand tuition reimbursement to non-Rutgers programs

Expand coverage of tuition remission to legacy UMDNJ programs



Join the February 28 Day of Action

Because this Contract Will Not Win Itself!

Lean into 2023 and Push Forward to Victory

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for more info and to be
counted in

Additional Highlights

Employer proposed concessions
Attempting to stop notifying members when entering a setting where you have rights to representation and revert to the minimum required by law

Union proposals

- Extend all differential and economic benefits to UCHC corrections nurses
- Expand union coverage to per diems in all nursing job titles
- Clinical ladder benefits expanded from CINJ to all Rutgers nursing programs
- Term of agreement through June 30, 2026

