



**HPAE LOCAL 5105  
VIRTUA MEMORIAL/CNS**



**2023**

**CONTRACT PROPOSAL SYNOPSIS**

- 1) Staffing – ensure patient appropriate staffing in all departments with nurse patient ratios. Allow Nurses to provide the care that we are trained to provide.
- 2) Wage Increases to allow Virtua to Retain and Recruit Nurses.
- 3) Increase safety measures at doors and entrances and increase visitor screening methods
- 4) Maintain existing benefits without any take-backs and add “WE CARE” PTO hours
- 5) Assure that ancillary staff and not Registered Nurses perform Non-Nursing Functions on a regular basis except in emergent situations.
- 6) Assure On-Call is reserved for emergencies and not used for MD convenience or staffing hole known in advance. Add OR to paid sleep time
- 7) Eliminate on call for nurses with more than 20 years seniority.
- 8) Decrease to 20 years of seniority to have an additional holiday off.
- 9) Increase employer contributions to the 401(k).
- 10) Establish employer contribution to the HPAE Retiree Medical Trust.
- 11) Improve Union Access to Hospital for both Officers and Reps on non-work time.
- 12) Provide Union President and/or Officers with paid time off for conducting Union business (currently provided 10 unpaid days each for the Hospital and CNS).
- 13) Strengthen Orientation process to ensure nurses are ready and add a mentorship program to retain new nurses
- 14) Orientation to be lengthened in specialty areas requiring advanced certifications
- 15) Increase Shift Differentials
- 16) Increase Critical Shift differential to match critical staffing needs
- 17) Increase Charge, Float and Preceptor pay.
- 18) Assure that Charge staff will not have a patient assignment.
- 19) Renew Side Letters.
- 20) Pay negotiations committee for negotiations.
- 21) Disciplines come out of personnel files after 12 months.
- 22) Separate tracks for practice and attendance discipline
- 23) Increase tuition reimbursement and continuing education and conference allotment.
- 24) Increase time for bereavement and funeral leave.
- 25) Assure that all hours for required certifications are part of the regular work week.

## **Negotiations Date/Place**

USE BELOW LINK

<https://www.hpae.org/2020/07/local-5105-negotiations-session-sign-up/>

### **Negotiations dates**

March 29<sup>th</sup> in person (HEC)  
April 4<sup>th</sup> in person (HEC)  
April 18<sup>th</sup> Virtual session (Zoom)  
May 3<sup>rd</sup> Virtual session (Zoom)  
May 18<sup>th</sup> Virtual session (Zoom)  
May 22<sup>th</sup> Virtual (Zoom)  
May 25<sup>th</sup> in person (HEC)  
May 30<sup>st</sup> in person (HEC)  
May 31<sup>st</sup> in person (HEC)

### **Other Important dates**

April 20<sup>th</sup> CAT TEAM @ Moose  
April 24<sup>th</sup> Button Day  
May 11<sup>th</sup> Staffing Rally in Trenton  
May 15<sup>th</sup> Update/Potential Strike Vote  
June 5<sup>th</sup> Potential Ratification Meeting

**Mount Holly Moose: 853 Woodlane Road Mount Holly**

**HEC: Virtua Barry D Brown Education Center 106 Carnie Blvd**