

## HPAE Local 5142 Contract Summary

Term of the Agreement June 1, 2023 – May 31, 2025

<b>Wages</b>	<ul style="list-style-type: none"><li>• Beginning June 1, 2023, adopt a new wage step scale that includes 31 steps.</li><li>• A 2% raise and move one step on June 1, 2024.</li><li>• Everyone will be placed on the scale according to their years of RN experience.</li><li>• New per diem wage scale that includes weekend and holiday rates.</li><li>• A 10% night shift differential beginning at 3 pm until 7 am (minimum 4 hours worked).</li><li>• \$1/hour charge pay.</li><li>• You will have 30 days from ratification of this agreement to contest your placement on the step scale.</li></ul>
<b>Holidays</b>	<ul style="list-style-type: none"><li>• 12 hour shift employees: holiday rate begins at 7pm on the Eve of holiday to 7 pm on the night of the holiday, except Christmas Day and New Year’s Day, which begins at 3pm on the Eve.</li><li>• 8 hour shift employees, per diems and off-shift employees: holiday rate begin at 11pm on the Eve of the holiday to 11pm on the night of the holiday, except for Christmas Day and New Year’s Day, which begins at 3 pm on the Eve.</li><li>• Holiday rate defined at 1.5 times your base rate for FT/PT, holiday rate for per diems.</li><li>• You may not use PTO for an unscheduled absence 48 hours before or after a holiday unless you’re using Federal or State sick leave.</li><li>• FT/PT required to work every other holiday, per diem required to work one winter and one summer holiday on a rotating basis.</li></ul>

<p><b>On-Call</b></p>	<ul style="list-style-type: none"> <li>• On-call rate increases to \$4.50/hour.</li> <li>• Guaranteed a minimum of 4 hours pay if called into work. Employees will be paid 1.5 times their rate for all time physically at work. If you work less than 4 hours when called into work, then you shall receive 1.5 for time at work and 4 hours minus actual hours worked at your regular rate of pay.</li> <li>• Incentives should be offered before mandating additional on-call if there is a vacancy in the call schedule.</li> <li>• Voluntary sleep time allotted if you're called in between 11pm and 7 am and you work within 4 hours of your next shift.</li> </ul>
<p><b>Reassignment</b></p>	<ul style="list-style-type: none"> <li>• Reassignment Grids created: <ol style="list-style-type: none"> <li>1. Med Surg↔Telemetry; ICU↔Med Surg/Telemetry</li> <li>2. OR/PACU→Same Day Surgery</li> <li>3. ED</li> <li>4. Behavioral Health</li> <li>5. Case Management</li> </ol> </li> <li>• Order of reassignment: <ol style="list-style-type: none"> <li>1. Qualified Agency</li> <li>2. Qualified Per Diem</li> <li>3. Qualified FT/PT</li> </ol> </li> <li>• Reassignment differential of \$3/hr if floated outside your cluster.</li> </ul>
<p><b>National Certification/Mandatory Education</b></p>	<ul style="list-style-type: none"> <li>• \$1/hr differential if you have an approved National Certification in your area.</li> <li>• Employer will pay for National Certification and mandatory education for FT/PT and per diems with 500 hours worked in a rolling calendar year.</li> <li>• Ability to do mandatory education remotely (at home) with pay. Need to get pre-approval if you will be in OT for the week with remote education.</li> </ul>
<p><b>BSN Requirement</b></p>	<ul style="list-style-type: none"> <li>• All new hires are required to have their BSN within 4 years.</li> <li>• Current RNs are grandfathered from having this requirement.</li> </ul>

	<ul style="list-style-type: none"> <li>• Tuition reimbursement for bachelor's or master's degrees.</li> </ul>
<b>Preceptors</b>	<ul style="list-style-type: none"> <li>• \$2/hr differential for precepting.</li> </ul>
<b>Cancellation</b>	<ul style="list-style-type: none"> <li>• It will be voluntary if you want to be on stand-by if you are cancelled for your shift.</li> <li>• Employees choosing to be on stand-by will be paid a rate of \$4.50/hr while not at work. You will be paid 1.5 if you are called into work for all hours, with a guarantee of 4 hours of pay.</li> <li>• Cancellation order: <ol style="list-style-type: none"> <li>1. Agency RNs</li> <li>2. FT/PT/PD working OT</li> <li>3. FT/PT/PD working extra shift that will result in OT later in week</li> <li>4. FT/PT/PD who volunteer to be cancelled</li> <li>5. Per diem</li> <li>6. FT/PT working extra shift that will not result in OT later that week</li> <li>7. FT/PT employees</li> </ol> </li> </ul>
<b>Scheduling</b>	<ul style="list-style-type: none"> <li>• Schedules shall be posted no later than 2 weeks before they start.</li> <li>• Language that outlines how you request extended and short-term PTO with an open period at the start of each year to make requests for the next 12 months.</li> </ul>
<b>Weekend Requirement</b>	<ul style="list-style-type: none"> <li>• Employees are not required to work more than every other weekend.</li> <li>• Except in cases of serious illness defined by FMLA, you may be required to make-up a weekend callout within 3 months. This can be waived by your manager.</li> </ul>
<b>Benefits</b>	<ul style="list-style-type: none"> <li>• We will meet with the Employer within the next year to discuss the status of the retirement program.</li> </ul>
<b>Staffing</b>	<ul style="list-style-type: none"> <li>• Improved staffing language that references staffing levels, offering incentives, and posting extra time to fill vacancies.</li> <li>• Developing an online reporting mechanism for real-time notification of staffing matters.</li> </ul>

**FT/PT Wage Step Scale:**

Step	June 1, 2023	2% June 1, 2024
0	\$40.03	\$40.83
1	\$40.48	\$41.29
2	\$40.88	\$41.70
3	\$41.36	\$42.19
4	\$41.76	\$42.60
5	\$42.65	\$43.50
6	\$43.49	\$44.36
7	\$44.33	\$45.22
8	\$45.16	\$46.07
9	\$46.03	\$46.95
10	\$46.83	\$47.77
11	\$47.38	\$48.32
12	\$47.91	\$48.86
13	\$48.46	\$49.43
14	\$49.00	\$49.98
15	\$49.52	\$50.51
16	\$49.91	\$50.91
17	\$50.30	\$51.31
18	\$50.70	\$51.72
19	\$51.05	\$52.07
20	\$51.44	\$52.47
21	\$51.76	\$52.80
22	\$52.06	\$53.10
23	\$52.38	\$53.43
24	\$52.68	\$53.73
25	\$52.98	\$54.04
26	\$53.27	\$54.34
27	\$53.59	\$54.66
28	\$53.90	\$54.98
29	\$54.20	\$55.29
30	\$54.51	\$55.60

**Per Diem Wage Scale:**

Per Diems	June 1, 2023		2% June 1, 2024	
	Day	Night	Day	Night
Weekday	\$56.12	\$64.15	\$57.24	\$65.43
Weekend	\$64.15	\$72.14	\$65.43	\$73.59
Holiday	\$72.14	\$80.19	\$73.59	\$81.79