



## HPAE Local 5105 Tentative Agreement Summary June 1, 2023

The following is a summary of the Tentative Agreement between HPAE and Virtua Memorial Hospital for a new Collective Bargaining Agreement to be effective June 1, 2023, to May 31, 2026. This package is being presented to the members for ratification and your Negotiating Committee recommends that you vote to ratify this agreement.

Copies of the full agreement are available for review on the website and at the in-person meetings.

1. Across the Board Wage Increases:
  - First Year of Contract: 6% across the board increase: 4% effective June 11, 2023 and an additional 2% effective September 17, 2023 for all bargaining unit members, including per-diems.
  - Wage Increases in 2024 and 2025: 3% each year on the first full pay period after May 31<sup>st</sup> for all bargaining unit members, including per-diems.
2. Step Increases: Step increases guaranteed each year (Average 1.11% increase)
3. PTO Sellback: The PTO sellback price will increase from 75% to 100% of the members base hourly rate
4. Preceptor Pay Increase: Effective June 11<sup>th</sup>, 2023, preceptor pay will increase from \$2.00 to \$2.50 per hour
5. Staffing
  - Address Staffing in two areas in crisis:
    - 2 North/PCU – 2 additional FT Critical Care Float Positions to be created – one for day shift and one for night shift;
    - Med/Surg Units – 6 Month trial of VOLUNTARY On-Call to cover last minute needs – minimum of 2 per shift
  - Staffing Committee: Language added that allows the staffing committee to 1) review the hospital's staffing grids and make recommendations regarding modifications aimed at improving patient care and outcomes, and 2) receive necessary data concerning trends identified in the staffing forms and discuss those trends in Staffing Committee meetings.
6. Safety Committee:
  - Contractual Commitment that Virtua will implement enhanced security measures with input and collaboration of the Union.
  - Increasing union membership on committee from 2 to 3 members and specifying that Virtua and the Union will meet regularly at committee meetings to discuss security coverage, security measures at main entrances and technology to support members safety.
  - Union's ability to contact the Hospital Safety co-chair to discuss significant safety and security events between committee meetings and receive a report back from the Hospital at the next Safety Committee or Labor Management meeting.
7. Orientation:

- Primary preceptor will have input in the review of the completed orientation checklist.
  - The primary preceptor and preceptee shall receive 48 hours notice prior to the shift in which the preceptee is scheduled “off Orientation.”
  - The preceptor and Preceptee shall have a single assignment during orientation.
  - Ensuring that members will be paid at the base rate for all time spent in educational classes/in services and online classes approved for orientation, and that the classes will be a part of the regularly scheduled workweek unless otherwise agreed upon between the employee and manager.
8. New Side Letter – Mentoring: Establishes a new mentoring program which will be developed in collaboration with our Union and launched in the fall of 2023. Will continue to collaborate on ideas for additional programs to support new to practice nurses and/or improve existing programs.
9. On-call:
- Vacancies in first call can only be filled by second call after volunteers have been sought and critical shift differential has been offered as necessary.
  - OR added to the language entitling sleep time to members who work on call between 11:00pm and 6:00am
  - Weekday call shift in OR changed from 8:00pm – 7:00am to 7:00pm – 7:00am (Reflects need identified by OR staff)
10. Increased Tuition Reimbursement Rates: Effective January 1<sup>st</sup>, 2024, full-time undergraduate and graduate annual course limits will increase from \$4,000 and \$5000 to \$5,250.
11. Work Preferences: Additional language that ensures that members will be able to identify in API all shifts being filled by agency nurses.
12. Reassignment:
- Order of reassignment changed to bulleted format, and “nurses working a bonus shift” added as number 5 (between volunteers and nurses from other units).
  - Language added placing nurses less than six months off orientation who sign up for bonus shifts into number 5, and placing them into the regular pull rotation when working a bonus shift.
  - Language added ensuring that FT and PT nurses (excluding Float RNs) will only be reassigned once during a shift except to return to their home unit or in the event of an emergency.
13. Critical Shift Differential: New language that allows the employer to continue to offer higher differentials if \$17.50 is insufficient to fill the need – with notifications to all qualified to work the shift and the Local President to assure no individual deals.
14. Per-Diem Language
- New Per Diem Level: There will be a new Per-Diem level (Level 2) which shall be paid 5% higher than the corresponding Level 1 rates. The new per-diem level will have a 48-hour requirement. All current Level 1 Per Diems will remain at that level unless they transfer to a vacant level 2 position.
  - Presidents Day and Super Bowl Sunday added as a Hallmark holidays.
  - Per-diem nurses who call out on their Hallmark holiday will be required to work one of the next 6 Hallmark Holidays. The make-up day will be by mutual

agreement of the nurse and manager unless agreement cannot be reached, in which case the manager will assign the member to one of the next 6 Hallmark holidays.

- Language added to Side Letter making Per Diems eligible for PDAP bonuses at the PT level.

15. Shift Rotation: No change to existing limitations. Clarification that members will receive the additional \$5.00 per hour when they rotate to another shift that is greater than 4 hours difference from their normal shift.
16. New OR Float Positions: New OR float positions will be created that can float between the Main OR and the Ambulatory Surgery Center. The new position will not be required to take first call, but will be required to take second call and holiday call on the same terms as other FT and PT employees.
17. Holiday Scheduling: New language added allowing the manager to schedule staff who would otherwise have been scheduled to work the day the holiday falls on but it's not their holiday to work to cover a different weekday during the week wee of the holiday to meet unit needs. Volunteers will be sought from FT and PT members in order of seniority, and then assigned in reverse order of seniority among scheduled employees.
18. New ICU/CCU/PCU(2N) Clinical grouping: Excludes RNs with 20 or more years of continuous service prior to December 31<sup>st</sup>, 2023. Effective on or after September 17, 2023, one way pull from ICU/CCU to PCU with max 4 patient assignment. Nurses in this clinical grouping will only be reassigned in lieu of cancelation and will not be used to backfill for PCU nurses reassigned to cover tele-tech assignment. Before such reassignment, the nurse will be oriented without an assignment. The training will be offered to volunteers first, and then in reverse order of seniority. New Critical Care Float positions (see #5) created to reduce the need for such coverage of the PCU.
19. Certification Bonus: The date by which members are required to submit proof of certification will be changed from April 15<sup>th</sup> to April 1<sup>st</sup>. The process to submit proof of certification will be open a minimum of 4 weeks prior to the deadline, and for 2024 only, an extension to April 15<sup>th</sup> will be granted if the member receives proof of certification between April 1<sup>st</sup> and 15<sup>th</sup>.
20. New Side Letter – MBU/Storking: Establishes a new process whereby when the newborn is ready to leave the OR, the L & D nurse will call the MBU stork nurse to the PACU to support with breastfeeding and skin to skin during the “golden hour.” The availability of both nurses to perform these duties will be collaboratively discussed with the Charge Nurse or Care Coordinator and leadership. Nurses and management will meet prior to implementation to collaborate on the process, and it will be discussed and reviewed as needed at Staffing Committee meetings.
21. New Side Letter – Ambulatory Surgery Department: Allows for the hospital to assign ASD employees for education and orientation on new procedures and equipment at either OR location. If ASD nurses are determined not to be needed due to low volume, they will have the option to be reassigned to the Hospital as needed, otherwise they may be assigned for training.
22. Recognition Clause: Deletion/addition of facility locations to reflect current locations.



23. Union Dues Deduction: Require that dues deduction authorization form is approved by HPAE.
24. Union Business: Deletion of CNS language while maintaining 20 unpaid days for Union business for Local President and designees to perform Union business and attend Union events.
25. CNS/Health Promotions: Strikes language concerning eliminated CNS positions that does not apply to Health Promotion nurses and recognizes all HPAE members as a single Bargaining Unit (Health Promotions nurses now part of Hospital Unit).
26. Existing Side Letters: All side letters are renewed except for outdated Side Letters 6 (PCU), 8 (Union Leave) and 10 (API Committee).