



RESPECT US. PROTECT US. SUPPORT US.

6/13/23 LOCAL 5138 NEGOTIATION MEMBER UPDATE

Contract Category Still Being Negotiated	HMH	HPAE
WAGES	3% ACB (across the board) or 3.25% merit based in 2023 Including the NSPIRE Program, ABSN Program, and additional bonuses to expand the nursing workforce 2.5% in 2024 merit based	4% ACB in 2023 4% ACB in 2024 3.75% in 2025 merit based 3.75% in 2026 merit based Accepting the NSPIRE Program, ABSN Program, and additional nursing bonuses to expand our workforce here at SOMC
DURATION	April 30, 2025	May 31, 2026
RECOGNITION	Removal of Performance Improvement Quality Coordinator Department	We do not want HMH to pick and chose who we represent therefore we remain unified in not disassembling our union.
HOLIDAY	Holiday Worked will not be considered as time worked for the purpose of calculating overtime.	Currently if working overtime in a holiday week, you will be paid OT for the hours worked over 40 hrs.

- DEFEATED – HMH wanted to increase the amount of time that Per Diems would be required to work.
- DEFEATED – HMH wanted to eliminate the minimum two (2) hours pay before flexing.
- DEFEATED – HMH wanted to be able to cancel extra shifts across the facility and not just a specific unit.
- DEFEATED – HMH wanted to have employees secure their own coverage when calling off mandatory on-call.
- DEFEATED – HMH wanted to discipline anyone calling off mandatory on-call without securing coverage three (3) or more times in twelve (12) month period.
- DEFEATED – HMH wanted to create a list of special circumstances for RNs to transfer to Per Diem.

TENTATIVE AGREEMENTS

ECONOMIC AND BENEFITS

- Incentive Program: All Bargaining Unit members shall now be eligible to participate in the HMH Incentive Plan that pays out an annual bonus.
- In the event you are given a poor evaluation, your manager is obligated to back it up with objective written documentation. Evaluations can be challenged via the grievance process.
- Shift differential – RNs will be considered 2nd and 3rd shift employees as long as 50% of their regularly scheduled hours are worked after 3:00 pm for 2nd shift & after 11:00 pm for 3rd shift; instead of 75% of time under the current contract.
- Employees will maintain 100% lab benefit at Quest facilities.
- Tuition Reimbursement – Added protection for members on a Leave of Absence (LOA). Reimbursement will be paid promptly regardless of a member’s LOA status.
- Employees, after having their wage rates adjusted to the new base rate on the wage scale, established by years of experience, shall have 15 calendar days from receiving their new rate of pay to appeal the credited years of experience and/or the wage rate they received. An Employee on LOA shall have 15 days after their return to appeal.



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- Current RNs who meet or exceed the merit expectation of valued performer will not have a base rate that is lower than the scale for their years of experience or new hires.
- Incorporated National Certification Policy by reference into CBA.

HEALTH & SAFETY

- Security will ensure that the entrances into SOMC from the Medical Arts Pavilion will be secured.
- Local leadership and management will meet within 60 days of contract ratification to discuss health and safety issues including but not limited to use of security wands, panic buttons for employees in high-risk areas, and increasing security throughout the hospital.

STAFFING

- SOMC has agreed to five (5) new positions in MS, & in Float Pool, & in Tele.
- Per Diems will now be able to be a Preceptor.
- SOMC has agreed to provide sufficient time for RNs to change into scrubs.
- SOMC has agreed to add the Baylor Program to the contract as another opportunity to assist staffing levels.
- SOMC has agreed to recognize staffing needs based on a number of factors encompassing patient needs, the Hospital will discuss targeted staffing concepts for nursing units with Union leadership. The factors considered will be patient data indicators (admissions/discharges, length of stay, visit volume); patient outcomes; and structure indicators (nursing hours per patient day/unit/visit volume, use of agency staffing, staff turnover, overtime/worked hours, staff qualifications of experience and skill mix)
- New Language on Overflow units be safely staffed and notice to Union President of new overflow units.

FLOATING

- No RNs with 25+ years of experience will be required to float.
- Any RN picking up Overtime in areas outside their home unit may be deployed at the hospital's discretion within their competencies.

We offered every day to meet with HMH to bargain. They offered 6/22 and we accepted. HMH said because of the delay of a mutual agreement, the pay raise will not be ready for July 1, 2023.

Feedback Meeting Date and Times @ 25 Pine St., Manahawkin, NJ

Wednesday, June 14, 2023

4 PM	7 PM
4:30 PM	7:30 PM
5 PM	8 PM
5:30 PM	8:30 PM
6 PM	9 PM
6:30 PM	