

Summary of Tentative Agreement between HPAE Local 5089 and Rutgers

June 29, 2023

Below is a summary of the 2022-2026 Tentative Agreement (TA) between 5089 and Rutgers University. For this tentative agreement to go into effect, members must vote "yes" to ratify the contract.

1. Wages:

Staff Nurses

Retroactive to July 1, 2022, 2.5% across the board (ATB) increase. Staff Nurses eligible for a step move will move up one step retroactive to July 1, 2022. Staff Nurses at step 26 will receive a one-time lump sum payment of 1.5% of their June 30, 2022 pay rate. The lump-sum payment will be prorated for part-time Staff Nurses.

Effective July 1, 2023, all rates of Scale B will be increased by 2.25%. Staff Nurses eligible for a step move will move up one step. Staff Nurses at step 26 will receive a one-time lump sum payment of 1.5% of their June 30, 2023 pay rate. The lump-sum payment will be prorated for part-time Staff Nurses.

Effective July 1, 2024, all rates of Scale B will be increased by 2.0%. Staff Nurses eligible for a step move will move up one step. Staff Nurses at step 26 will receive a one-time lump sum payment of 1.5% of their June 30, 2024 pay rate. The lump-sum payment will be prorated for part-time Staff Nurses.

Effective July 1, 2025, all rates of Scale B will be increased by 2.0%. Staff Nurses eligible for a step move will move up one step. Staff Nurses at step 26 will receive a one-time lump sum payment of 1.5% of their June 30, 2025 pay rate. The lump-sum payment will be prorated for part-time Staff Nurses.

Per Diem Staff Nurses

Retroactive July 2022, 4% across the board increase.

Effective July 2023, 3.75% across the board increase.

Effective July 2024, 3.5% across the board increase.

Effective July 2025, 3.5% across the board increase.

Nurse Clinicians

Retroactive to July 1, 2022, all Nurse Clinicians rates will be increased by 2.75%. In addition, Nurse Clinicians eligible for a step move will move up one step. Nurse Clinicians with more than 30 years of credited experience as of June 30, 2022 will receive a one-time lump sum payment of 1.25% of their June 30, 2022 salary. The lump-sum payment will be prorated for part-time Nurse Clinicians.

Effective July 1, 2023, all Nurse Clinicians rates will be increased by 2.5%. In addition, Nurse Clinicians eligible for a step move 3 will move up one step. Nurse Clinicians with more than 30 years of credited experience as of June 30, 2023 will receive a one-time lump sum payment of 1.25% of their June 30, 2023 salary. The lump-sum payment will be prorated for part-time Nurse Clinicians.

Effective July 1, 2024, all Nurse Clinicians rates will be increased by 2.25%. In addition, Nurse Clinicians eligible for a step move will move up one step. Nurse Clinicians with more than 30 years of credited experience as of June 30, 2024 will receive a one-time lump sum payment of 1.25% of their June 30, 2024 salary. The lump-sum payment will be prorated for part-time Nurse Clinicians.

Effective July 1, 2025, all Nurse Clinicians rates will be increased by 2.25%. In addition, Nurse Clinicians eligible for a step move will move up one step. Nurse Clinicians with more than 30 years of credited experience as of June 30, 2023 will receive a one-time lump sum payment of 1.25% of their June 30, 2025 salary. The lump-sum payment will be prorated for part-time Nurse Clinicians.

Research Nurse Clinicians

Effective retroactive to July 1, 2022, all Research Nurse Clinicians shall receive a 4% ATB

Effective July 1, 2023, all Research Nurse Clinicians shall receive a 3.75% ATB increase.

Effective July 1, 2024, all Research Nurse Clinicians shall receive a 3.5% ATB increase.

Effective July 1, 2025, all Research Nurse Clinicians shall receive a 3.5% ATB increase.

Advanced Practice Nurses

Creation of an experience-based wage range with 4% increase to current salary

Effective July 2022, APNs who have obtained the appropriate full years of experience as of June 30, 2022 shall be moved to the corresponding level of the range.

Effective July 2023, APNs who have obtained the appropriate full years of experience as of June 30, 2023 shall be moved to the corresponding level of the range. Range increased 3.75% from 2022.

Effective July 2024, APNs who have obtained the appropriate full years of experience as of June 30, 2024 shall be moved to the corresponding level of the range. Range increased 3.5% from 2023.

Effective July 2025, APNs who have obtained the appropriate full years of experience as of June 30, 2025 shall be moved to the corresponding level of the range. Range increased 3.5% from 2024.

Advanced Practice Nurse Per Diems

Effective September 1, 2022, APN Per Diem rates were increased, with a minimum rate of \$75.46.

Effective the first full pay period in July 2023, Per Diem APNs shall receive a 3.75% ATB increase.

Effective the first full pay period in July 2024, Per Diem APNs shall receive a 3.5% ATB increase.

Effective the first full pay period in July 2025, Per Diem APNs shall receive a 3.5% ATB increase.

CRNAS

Effective 30 days following ratification, the CRNA Scale will be increased. Increases will range from 3.2% to 11.3%, dependent on the step. Added an additional experience step. Two additional steps added to the scale.

Creation of Sign on and Retention bonuses

CRNA Per Diems:

Effective 30 days following ratification: Weekday: \$175 per hour; Weekend: \$180 per hour

2. **Education Differential:** Certification differential increased from \$1.75 to \$2.00; Master's degree differential increased from \$1.00 to \$1.25; effective Jan 1, 2024, nurses with a DNP/PhD in Nursing will receive a one-time payment of \$5,200.
3. **UCHC differential gains:** UCHC nurses will now receive the following items if they are applicable: Weekend Per Diem Rate of Pay; Holiday Pay 7.03; Educational differentials; On-call pay; Preceptor Pay
4. **DEFEATED!!!!** - Rejected Rutgers proposed limitation of Weingarten Rights and union representation
5. **DEFEATED!!** - Rejected Rutgers proposed attempt to increase PD weekend shift requirement of two shifts
6. **Preservation of Unit Work:** Continued negotiations regarding the Master Affiliation and RWJBarnabas integration
7. **Telework:** Continued union coalition negotiations for remote and flex work schedules
8. **12 Hour Non-Exempt Employees:** Creation of 36-hour full time non-exempt employee resolving outstanding arbitration
9. Inclusion of new negotiations unit employees: APN PD; DDDC RNs
10. **Layoff/Bumping Rights:** if you bump into a position due to a layoff, probation will only be 3 months (originally was 6 months) and it is possible to bid on other positions after 6 months (originally was 1 year)
11. **Fiscal Emergency:** The University agrees to not invoke the fiscal emergency language for fiscal years 2023, 2024, 2025.
12. **Weekend differential:** Increased from \$1.50 to \$2.00 effective Jan 1, 2024.
13. **Pay period:** decreased the turnaround time for payroll to fix and issue a corrected paycheck from 1 full pay period (I.E. two weeks) to 3 payroll working days.
14. **Holidays:** Juneteenth (observed on the 3rd Friday of June) added; consideration given to take off Election Day
15. **Vacation:** increase vacation bidding periods from once a year to twice a year
16. **Bereavement:** allow for the use of bereavement leave for 120 days following the death of a family member.
17. **Meal period:** clearly states that exempt staff shall not work during their lunch period unless required by their supervisor and if required, they will be paid.
18. **Resignation:** allow for the use of 3 paid leave days following submission of resignation.
19. **Clothing allowance:** Increased uniform allowance from \$175 to \$200, prorated for PT
20. **Preceptor Pay:** Nurse Clinicians and Research Nurse Clinicians will now receive preceptor pay.

21. **CINJ Professional Advancement Program:** Increased bonus amounts and offer additional categories to advance
22. **CRNA Additional Shift Payments:** lump sum payments (in addition to hourly rate) for CRNAs who pick up additional shifts
23. **Inclusive contract language:** Change all current gender references to gender neutral references
24. **Term of contract:** Retroactive to July 1, 2022 and expires June 30, 2026.