



PRESIDENT'S MESSAGE

The quarterly newsletter is a summarized report for RNs and LPNs at The Phoenix Center for Rehabilitation and Pediatrics, Llanfair House, VNA Health group of NJ, LLC and VNA of Englewood. Season greetings to all the members and have a wonderful summer.

Your Union Officers reached a tentative agreement with Management for our next Contract. Some highlights are below.

What We Won:Why It Matters:Staffing: Phoenix will follow the NJ Staffing Ratios for Long-Term Care Facilities house-wide.

Supervisors are required to help with patient care when we're short.

Members who are scheduled to work <40 hours and asked to stay longer than 8 hours automatically receive \$100.

The Labor-Management Committee must review staffing data bi-monthly and make recommendations.

This is a strong step towards better staffing practices. It addresses specific issues we have been pushing management on for a long time.

For the first time ever, Phoenix will have enforceable staffing standards across both units:

DaysEveningsNights1 CNA : 8 PTs1 RN/LPN/CNA : 10 PTs1 RN/LPN/CNA : 14 PTs

They aren't the ratios we were hoping for, but it is an important start.

Differentials:

- 2nd & 3rd Shifts Weekdays receive \$1.50 Extra

- Weekends Receive \$2.00 Extra

- 2nd & 3rd shifts Weekends receive \$1.50 Extra

- Pediatrics receives \$1.00 Extra

These differentials add to the pay raises we won - almost everyone will receive at least one throughout the week.

They also encourage people to work the areas/shifts that have had the hardest times recruiting
Tuition Reimbursement: 3 employees every year can receive \$1,000 for tuition.

Vacation:Members hired before 6/18/14 with 10+ years of experience will accrue an additional 5 days of PTO.We had hoped to win a fairer PTO accrual process for everyone, but management played hardball on benefits. This is the first step to fixing an unfair 2-tiered PTO system.
Longevity Pay: Employees with 15+ years of service will get a \$0.50 raise. Employees with 25+ years of service will get an additional \$0.50Like the differentials; this adds to the raises we were able to win, encourages people to stay, and rewards people who have been here a long time.

Expanded Health & Safety Language

This will help us fight unsafe situations/practices more effectively.HPAE Retiree Medical TrustManagement would not agree to increasing their 401(k) matching, but we were able to get them to agree to participate in this retirement benefit run by HPAE. You put in \$0.2 per hour, tax-free and can take it out, plus interest, during retirement tax-free for medical expenses.

Three-Year Contract - Last time, management insisted on a 5-year contract, which kept us from negotiating a better deal sooner. 3 years is very standard for Union agreements.

FT/PT Raises & Experience Recognition:

Pay will now be based on your length of service at Phoenix. In July, you will be put on the wage table or get a 3% raise, whichever is greater. in 2024 and 2025, you'll move up a year on the wage scale, or get a 2% raise, whichever is greater.

Last time, Management would only agree to 2%, 1%, and 1.5% for the first three years. The lowest raise in this agreement would be the highest raise in our last one. With the experience scale, some people will receive more than the percent increase some years.

Per-Diem Pay:RN (weekdays) \$42.50

RN (weekends) \$45.00

LPN (weekdays) \$35.00

LPN (weekends) \$37.00

In July, Per-diems will be moved to the above rates or receive a 3% raise, whichever is greater. in 2024 and 2025, you'll receive 2% raises.

This is the first contract to protect per-diems. Not only are you gaining union rights, but also guaranteed raises.

The Tentative agreement was made official by ratification on 6/7/23 by a vote of 28 Yes and 2 Nay. I hope you enjoy the 3 year contract. The Local Executive Board met on 6/14/23 to approve the amendment to the bylaws of the local. The final draft could be read on the Hpaee website in the coming weeks.

See the picture below for your current LEB members. Abdul Umoru(President); Patricia Graziano(Secretary/Treasurer); Eugenie Adolphie(VP, Llanfair House); Tamara J Williams(VP, VNA Health group of NJ, LLC and VNA of Englewood. Geraldine Simms(VP, Phoenix Center)





A Newsletter for the members
of HPAE Local 5107

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Message from VNA Health Group Local Vice President

Message from Tamara Williams-Joseph; VP VNA Health group of NJ, LLC and VNA of Englewood.

As we welcome the summer months, I would like to welcome all the new VNAHG employees/HPAE members. We have 5 new hire in the West Orange branch and 2 in Englewood. Hopefully, this will help with the shortage of nurses in both branches. Also, we have 3 Oasis certified nurses in Englewood, they are Carolyn, Trish, and Astrid.

The VNA had a General Meeting on April 6, members met on zoom regarding the new scheduling system. Each branch has a WhatsApp group for members. Important information is given out on the App and it is a great resources for nurses.

The union will be setting up Rep training for team reps. Any member who is interested in becoming a union rep, please reach out to sasmith@hpae.org. We welcome Lorna McCalla as one of our newest rep. I look forward to working with her.

Know Your Contract: Article 15.5 Tuition Reimbursement
Members that use the VNA tuition reimbursement shall remain at VNA for ONE YEAR following completion of the course THE CONTRACT LANGUAGE HAS NOT CHANGED.

Please reach out to our staff listed or myself at

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Message from Llanfair House Vice President

Hello members,

You have a new Vice President, Eugenie Adolphe. She has agreed to take on the responsibility of being a leader in the workplace and to represent all members at Llanfair House, but she needs your help. We need HPAE Union Reps for our Local Union here at Llanfair House. Our goal is to have a rep on every shift. The more reps we have, the quicker our issues, concerns and questions will be addressed.

Union Reps go through a comprehensive training on how to properly address problems we encounter at work. This includes when the facility violates the language in our Union Contract and/or when they violate one of their own policies.

She can be contacted -

No Rep at this time. The VP is in the process of recruiting one.

If you are interested please contact Eugenie Adolphe, VP adolpheeugenie@yahoo.com.

