

# **MEMORANDUM OF AGREEMENT**

## **UNIVERSITY HOSPITAL**

### **AND**

## **HEALTH PROFESSIONALS AND ALLIED EMPLOYEES, AFT, AFL-CIO**

### **LOCAL 5089**

UNIVERSITY HOSPITAL (“Hospital” or “Employer”) and the HEALTH PROFESSIONALS AND ALLIED EMPLOYEES (“HPAE”), AFT, AFL-CIO, LOCAL 5089 (“Union”), having agreed to amend the current Collective Negotiations Agreement (“Agreement”) between the Hospital and the Union that will expire on September 30, 2024, hereby agree to the following amendments to the Agreement as set forth below.

The current Agreement and amendments set forth below shall remain in full force and effect until September 30, 2024. The Agreement shall be automatically renewed from year to year thereafter unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing no later than June 1, 2024, or June of any subsequent year for which this Agreement was automatically renewed. Written notice to the Hospital shall be made by addressing the Chief Human Resources Officer. Written notice to HP AE shall be made by addressing the President of HP AE.

Therefore, the parties hereby agree to amend the Agreement as follows:

1. Article 17, Staff Nurses Wages: Revise Article to state as follows:

G. Effective the pay period closest to 8/14/2023, Staff Nurses on the UB salary scale, shall move a step in accordance with the Guidelines for Scale B Placement and the Experience Definition, and based on the experience attained as of 9/30/2023, and paid in the pay period beginning 9/24/2023. UB Salary Table below will be effective 8/14/2023.

| Step | Current | NEW     |            |        | Current | NEW     |            |        | Current | NEW     | % of Inc   | % Btw  | Current     | NEW         | % of Inc   | % Btw  | Current | NEW     | % of Inc   | % Btw  | Current     | NEW         | % of Inc   | % Btw  | Current | NEW     | % of Inc   | % Btw  |
|------|---------|---------|------------|--------|---------|---------|------------|--------|---------|---------|------------|--------|-------------|-------------|------------|--------|---------|---------|------------|--------|-------------|-------------|------------|--------|---------|---------|------------|--------|
| Step | OID     |         |            |        | OID     |         |            |        | OID     |         |            |        | OID         |             |            |        | OID     |         |            |        | OID         |             |            |        | OID     |         |            |        |
|      | RN      | RN      | % Increase | % Step | RN+BSN  | RN+BSN  | % Increase | % Step | RN+Cert | RN+Cert | % Increase | % Step | RN+BSN+Cert | RN+BSN+Cert | % Increase | % Step | RN+MSN  | RN+MSN  | % Increase | % Step | RN+MSN+Cert | RN+MSN+Cert | % Increase | % Step | RN+MSN  | RN+MSN  | % Increase | % Step |
| 1    | \$38.67 | \$44.66 | 15.49%     |        | \$39.47 | \$45.46 | 15.2%      |        | \$40.42 | \$46.41 | 14.8%      |        | \$41.22     | \$47.21     | 14.5%      |        | \$39.67 | \$45.66 | 15.1%      |        | \$41.42     | \$47.41     | 14.5%      |        | \$41.42 | \$47.41 | 14.5%      |        |
| 2    | \$39.80 | \$45.46 | 14.22%     | 1.7%   | \$40.60 | \$46.36 | 13.9%      | 1.8%   | \$41.55 | \$47.21 | 13.8%      | 1.7%   | \$42.35     | \$48.01     | 13.4%      | 1.7%   | \$40.86 | \$46.46 | 13.9%      | 1.8%   | \$42.55     | \$48.21     | 13.3%      | 1.7%   | \$42.55 | \$48.21 | 13.3%      | 1.7%   |
| 3    | \$40.39 | \$46.26 | 14.53%     | 1.76%  | \$41.19 | \$47.06 | 14.3%      | 1.7%   | \$42.14 | \$48.01 | 13.9%      | 1.7%   | \$42.94     | \$48.81     | 13.7%      | 1.7%   | \$41.39 | \$47.39 | 14.2%      | 1.7%   | \$43.14     | \$49.01     | 13.8%      | 1.7%   | \$43.14 | \$49.01 | 13.8%      | 1.7%   |
| 4    | \$41.09 | \$47.06 | 14.53%     | 1.73%  | \$41.89 | \$47.86 | 14.3%      | 1.7%   | \$42.84 | \$48.81 | 13.9%      | 1.7%   | \$43.64     | \$49.61     | 13.7%      | 1.6%   | \$42.09 | \$48.06 | 14.2%      | 1.7%   | \$43.84     | \$49.81     | 13.6%      | 1.6%   | \$43.84 | \$49.81 | 13.6%      | 1.6%   |
| 5    | \$41.90 | \$47.86 | 14.22%     | 1.70%  | \$42.70 | \$48.66 | 14.0%      | 1.7%   | \$43.65 | \$49.61 | 13.7%      | 1.6%   | \$44.45     | \$50.41     | 13.4%      | 1.6%   | \$42.90 | \$48.86 | 13.9%      | 1.7%   | \$44.65     | \$50.61     | 13.3%      | 1.6%   | \$44.65 | \$50.61 | 13.3%      | 1.6%   |
| 6    | \$42.73 | \$48.51 | 13.53%     | 1.36%  | \$43.53 | \$49.31 | 13.3%      | 1.3%   | \$44.48 | \$50.26 | 13.0%      | 1.3%   | \$45.28     | \$51.06     | 12.8%      | 1.3%   | \$43.73 | \$49.51 | 13.2%      | 1.3%   | \$45.48     | \$51.26     | 12.7%      | 1.3%   | \$45.48 | \$51.26 | 12.7%      | 1.3%   |
| 7    | \$43.72 | \$49.16 | 12.44%     | 1.34%  | \$44.52 | \$49.96 | 12.2%      | 1.3%   | \$45.47 | \$50.91 | 12.0%      | 1.3%   | \$46.27     | \$51.71     | 11.8%      | 1.3%   | \$44.72 | \$50.16 | 12.2%      | 1.3%   | \$46.47     | \$51.91     | 11.7%      | 1.3%   | \$46.47 | \$51.91 | 11.7%      | 1.3%   |
| 8    | \$44.36 | \$49.81 | 12.29%     | 1.32%  | \$45.16 | \$50.61 | 12.1%      | 1.3%   | \$46.11 | \$51.56 | 11.8%      | 1.3%   | \$46.91     | \$52.36     | 11.6%      | 1.3%   | \$45.36 | \$50.81 | 12.0%      | 1.3%   | \$47.11     | \$52.16     | 11.6%      | 1.3%   | \$47.11 | \$52.16 | 11.6%      | 1.3%   |
| 9    | \$45.31 | \$50.46 | 11.37%     | 1.30%  | \$46.11 | \$51.36 | 11.2%      | 1.3%   | \$47.06 | \$52.21 | 10.9%      | 1.3%   | \$47.86     | \$53.01     | 10.8%      | 1.2%   | \$46.31 | \$51.46 | 11.1%      | 1.3%   | \$48.06     | \$52.21     | 10.7%      | 1.2%   | \$48.06 | \$52.21 | 10.7%      | 1.2%   |
| 10   | \$46.13 | \$51.11 | 10.80%     | 1.29%  | \$46.93 | \$52.31 | 10.6%      | 1.3%   | \$47.88 | \$52.86 | 10.4%      | 1.2%   | \$48.68     | \$53.66     | 10.2%      | 1.2%   | \$47.13 | \$52.11 | 10.6%      | 1.3%   | \$49.88     | \$53.86     | 10.2%      | 1.2%   | \$49.88 | \$53.86 | 10.2%      | 1.2%   |
| 11   | \$47.03 | \$51.66 | 9.84%      | 1.08%  | \$47.83 | \$52.46 | 9.7%       | 1.1%   | \$48.78 | \$53.41 | 9.5%       | 1.0%   | \$49.58     | \$54.21     | 9.3%       | 1.0%   | \$48.03 | \$52.66 | 9.6%       | 1.1%   | \$49.78     | \$54.41     | 9.3%       | 1.0%   | \$49.78 | \$54.41 | 9.3%       | 1.0%   |
| 12   | \$47.45 | \$52.21 | 10.03%     | 1.06%  | \$48.25 | \$53.01 | 9.9%       | 1.0%   | \$49.20 | \$53.96 | 9.7%       | 1.0%   | \$50.00     | \$54.76     | 9.5%       | 1.0%   | \$48.45 | \$53.21 | 9.8%       | 1.0%   | \$50.20     | \$54.96     | 9.5%       | 1.0%   | \$50.20 | \$54.96 | 9.5%       | 1.0%   |
| 13   | \$48.36 | \$52.76 | 9.10%      | 1.05%  | \$49.16 | \$53.56 | 9.0%       | 1.0%   | \$50.11 | \$54.51 | 8.8%       | 1.0%   | \$50.91     | \$55.31     | 8.6%       | 1.0%   | \$49.36 | \$53.76 | 8.9%       | 1.0%   | \$51.11     | \$55.11     | 8.6%       | 1.0%   | \$51.11 | \$55.11 | 8.6%       | 1.0%   |
| 14   | \$49.03 | \$53.31 | 8.73%      | 1.04%  | \$49.83 | \$54.11 | 8.6%       | 1.0%   | \$50.78 | \$55.06 | 8.4%       | 1.0%   | \$51.58     | \$55.86     | 8.3%       | 1.0%   | \$50.03 | \$54.31 | 8.6%       | 1.0%   | \$51.78     | \$56.06     | 8.3%       | 1.0%   | \$51.78 | \$56.06 | 8.3%       | 1.0%   |
| 15   | \$49.56 | \$53.86 | 8.68%      | 1.03%  | \$50.36 | \$54.66 | 8.5%       | 1.0%   | \$51.31 | \$55.61 | 8.4%       | 1.0%   | \$52.11     | \$56.41     | 8.3%       | 1.0%   | \$50.56 | \$54.86 | 8.3%       | 1.0%   | \$52.31     | \$56.61     | 8.2%       | 1.0%   | \$52.31 | \$56.61 | 8.2%       | 1.0%   |
| 16   | \$50.08 | \$54.46 | 8.63%      | 1.03%  | \$50.88 | \$55.20 | 8.5%       | 1.0%   | \$51.83 | \$56.15 | 8.3%       | 1.0%   | \$52.63     | \$56.95     | 8.2%       | 1.0%   | \$51.08 | \$55.48 | 8.5%       | 1.0%   | \$52.83     | \$57.15     | 8.2%       | 1.0%   | \$52.83 | \$57.15 | 8.2%       | 1.0%   |
| 17   | \$50.59 | \$54.95 | 8.62%      | 1.03%  | \$51.39 | \$55.75 | 8.5%       | 1.0%   | \$52.34 | \$56.70 | 8.3%       | 1.0%   | \$53.14     | \$57.50     | 8.2%       | 1.0%   | \$51.59 | \$56.95 | 8.5%       | 1.0%   | \$53.34     | \$57.70     | 8.2%       | 1.0%   | \$53.34 | \$57.70 | 8.2%       | 1.0%   |
| 18   | \$51.12 | \$55.58 | 8.57%      | 1.03%  | \$51.92 | \$56.38 | 8.4%       | 1.0%   | \$52.87 | \$57.35 | 8.3%       | 1.0%   | \$53.67     | \$58.05     | 8.2%       | 1.0%   | \$52.12 | \$56.98 | 8.4%       | 1.0%   | \$53.87     | \$58.25     | 8.3%       | 1.0%   | \$53.87 | \$58.25 | 8.3%       | 1.0%   |
| 19   | \$51.62 | \$56.06 | 8.60%      | 1.03%  | \$52.42 | \$56.86 | 8.5%       | 1.0%   | \$53.37 | \$57.81 | 8.3%       | 1.0%   | \$54.17     | \$58.41     | 8.2%       | 1.0%   | \$52.62 | \$57.86 | 8.4%       | 1.0%   | \$54.37     | \$58.81     | 8.2%       | 1.0%   | \$54.37 | \$58.81 | 8.2%       | 1.0%   |
| 20   | \$52.15 | \$56.61 | 8.57%      | 1.03%  | \$52.95 | \$57.42 | 8.4%       | 1.0%   | \$53.90 | \$58.37 | 8.3%       | 1.0%   | \$54.70     | \$59.17     | 8.2%       | 1.0%   | \$53.15 | \$57.62 | 8.4%       | 1.0%   | \$54.90     | \$59.37     | 8.1%       | 1.0%   | \$54.90 | \$59.37 | 8.1%       | 1.0%   |
| 21   | \$52.64 | \$57.18 | 8.64%      | 1.03%  | \$53.44 | \$57.99 | 8.5%       | 1.0%   | \$54.38 | \$58.94 | 8.4%       | 1.0%   | \$55.19     | \$59.74     | 8.2%       | 1.0%   | \$53.64 | \$58.19 | 8.5%       | 1.0%   | \$55.39     | \$59.94     | 8.2%       | 1.0%   | \$55.39 | \$59.94 | 8.2%       | 1.0%   |
| 22   | \$53.30 | \$57.77 | 8.39%      | 1.03%  | \$54.10 | \$58.57 | 8.3%       | 1.0%   | \$55.05 | \$59.52 | 8.1%       | 1.0%   | \$55.85     | \$60.32     | 8.0%       | 1.0%   | \$54.30 | \$58.77 | 8.2%       | 1.0%   | \$56.05     | \$60.52     | 8.0%       | 1.0%   | \$56.05 | \$60.52 | 8.0%       | 1.0%   |
| 23   | \$53.96 | \$58.35 | 8.14%      | 1.03%  | \$54.76 | \$59.15 | 8.0%       | 1.0%   | \$55.71 | \$60.10 | 7.9%       | 1.0%   | \$56.51     | \$60.90     | 7.8%       | 1.0%   | \$54.96 | \$59.15 | 8.0%       | 1.0%   | \$56.71     | \$61.10     | 7.7%       | 1.0%   | \$56.71 | \$61.10 | 7.7%       | 1.0%   |
| 24   | \$54.62 | \$58.94 | 7.91%      | 1.03%  | \$55.42 | \$59.74 | 7.8%       | 1.0%   | \$56.37 | \$60.88 | 7.7%       | 1.0%   | \$57.17     | \$61.68     | 7.6%       | 1.0%   | \$55.62 | \$59.94 | 7.8%       | 1.0%   | \$57.37     | \$61.88     | 7.5%       | 1.0%   | \$57.37 | \$61.88 | 7.5%       | 1.0%   |
| 25   | \$55.25 | \$59.53 | 7.75%      | 1.03%  | \$56.05 | \$60.31 | 7.6%       | 1.0%   | \$57.00 | \$61.28 | 7.5%       | 1.0%   | \$57.80     | \$62.08     | 7.4%       | 1.0%   | \$56.25 | \$60.53 | 7.6%       | 1.0%   | \$58.00     | \$62.38     | 7.4%       | 1.0%   | \$58.00 | \$62.38 | 7.4%       | 1.0%   |
| 26   | \$56.16 | \$60.13 | 7.07%      | 1.03%  | \$56.96 | \$60.93 | 7.0%       | 1.0%   | \$57.91 | \$61.88 | 6.9%       | 1.0%   | \$58.71     | \$62.68     | 6.8%       | 1.0%   | \$57.16 | \$61.13 | 6.9%       | 1.0%   | \$59.01     | \$62.88     | 6.7%       | 1.0%   | \$59.01 | \$62.88 | 6.7%       | 1.0%   |

Staff Nurses (Regular Full Time and .9 FTE) who are at step 26 as of 9/30/2023 will receive a lump sum payment of \$750 in lieu of a step move.

Staff Nurses (Regular Part Time and less than .9 FTE) who are at Step 26 as of 9/30/2023 will receive a lump sum of \$375 in lieu of a step move.

This Agreement, except as otherwise stated, shall be effective on October 1, 2021, and shall remain in effect through September 30, 2024.

This Agreement shall remain in full force and effect from the date of ratification through September 30, 2024. The Agreement shall be automatically renewed from year to year thereafter unless either party shall give to the other party written notice of its desire to terminate, modify or amend this Agreement. Such notice shall be given to the other party in writing no later than June 1, 2024, or June of any subsequent year for which this Agreement was automatically renewed.

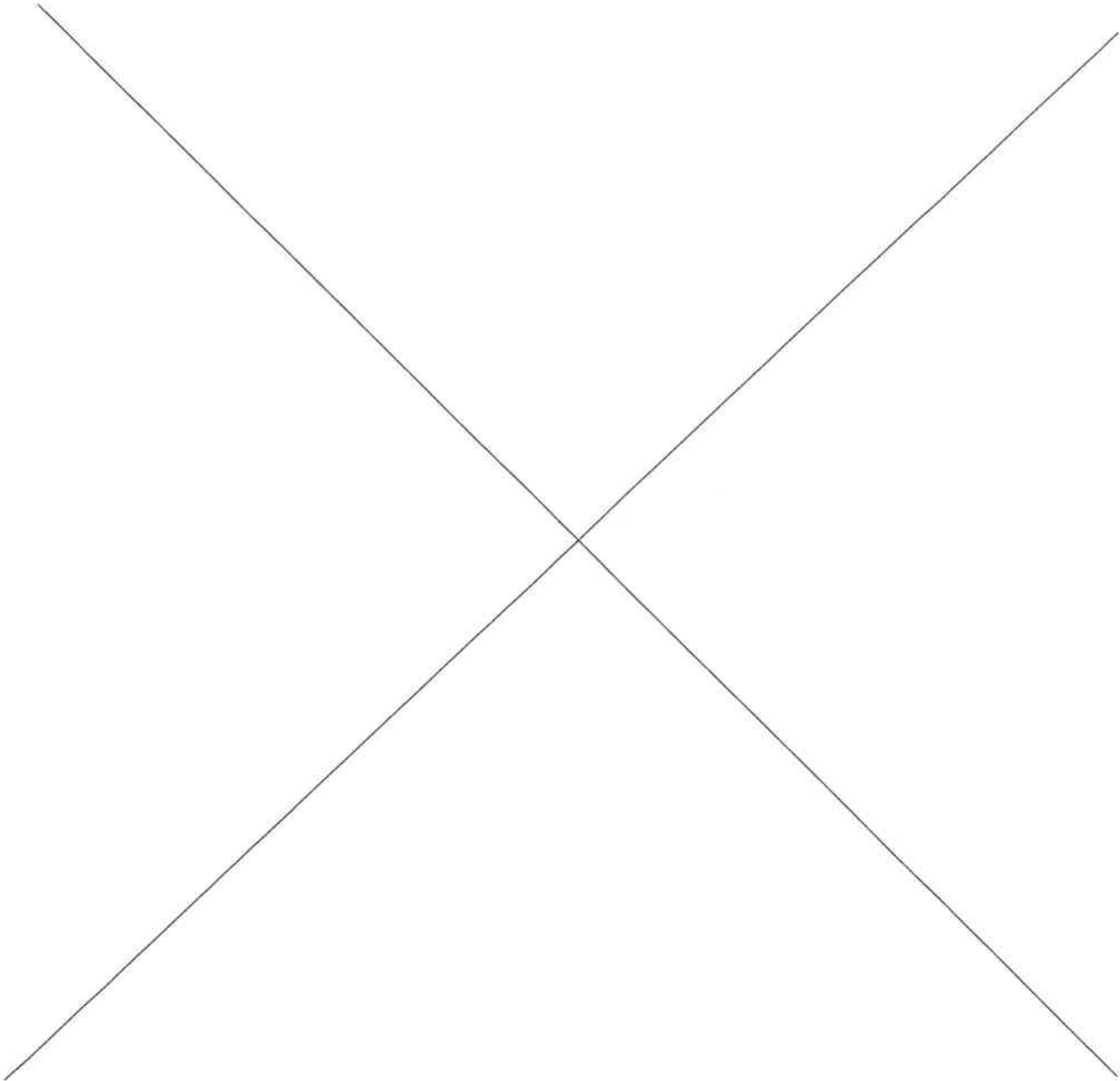
Written notice to the Hospital shall be made by addressing the Chief Human Resources Officer.

Written notice to HPAE shall be made by addressing the President of HPAE.

2. Complete Agreement: The parties recognize and agree that this MOA represents

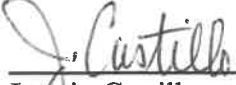
the entire understanding of the parties. Any proposal or counterproposal that was made by the parties during negotiations, but is not contained herein, is deemed waived.


3. Authorization: The undersigned represent that they are authorized to enter into this MOA on behalf of their respective constituencies.



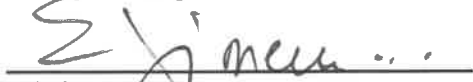
IN WITNESS WHEREOF, the parties have caused this MOA to be signed by their duly authorized representatives on this 25 day of August 2023.

FOR UNIVERSITY HOSPITAL:


  
\_\_\_\_\_  
Jasmin Castillo  
Acting Admin. Compensation  
and Labor Relations

  
\_\_\_\_\_  
Eva M. Serruto, Esq.  
Director Labor Relations

  
\_\_\_\_\_  
Maria Brennan  
Chief Nursing Officer

  
\_\_\_\_\_  
Ed Jimenez  
President and Chief Executive Officer

FOR THE UNION:

  
\_\_\_\_\_  
Banita Herndon  
HPAE 5089, President