

Our bargaining committee recommends a YES vote to ratify the agreement settled on January 31st, 2024 with Hudson Regional Hospital.

Over the course of the past six months, HPAE Local 5147 has fought to improve the work lives of our members at HRH. Over that time, we were able to procure large increases for RNs, OR Techs and members of our Radiology team. This new contract is the culmination of those efforts – including large increases for those left out of last year's rate adjustments, and vastly improved staffing language. It is our hope that all of this increases employee recruitment and retention, thereby making our lives at work better.

SUMMARY OF TENTATIVE AGREEMENT

- Term of Agreement: January 1st, 2024– December 31st, 2026.
- Wages:
 - For titles who received a substantial, additional increase in 2023, there is no across the board increase in 2024. Step increases are still in effect (on average about a 1.25% increase per step)
 - For titles that did NOT receive an additional increase in 2023, a 5% retroactive increase effective January 1st, 2024.
 - January 1st, 2025 – 3% increase for all employees.
 - January 1st, 2026 – 3% increase for all employees.
 - January 1st, 2024 – 15% increase for all Respiratory Therapists.
 - January 1st, 2024 – 12% increase for all Lab/Med Techs.
 - January 1st, 2024 – Nurse Aides rate increased to \$21/hr; Certified Nurse Aide increased to \$23/hr.
 - January 1, 2021, the new Per Diem rate for RN's is \$58/hr for nurses with 2-14 years' experience; \$61/hr. for nurses with 15+ years' experience.
 - The differential for having a BA will also be included in the new per diem rates if you are eligible (an additional 60 cents per hour)
- Added Sleep Techs to the list of unionized workers at HRH.
- Weekend Differentials increased for all units.
- Increase in lead/charge differential for Tech unit workers.
- 1st time preceptor differential for Nurse Aides who take on that role.
- A new health insurance plan with Aetna as the network – much improved over the old plan.
- Improved RN staffing language that includes baseline ratios.
 - Staffing Committee will also discuss improving those ratios, as well as staffing in ancillary units.
 - New conversion language will mandate that HRH posts positions if too much agency/per diem or overtime is used on a unit.
- The maximum sick bank from increased to 400 hours, allowing members more time with full pay for any illness or disability
- Improved experience credit for RN's, both new and existing, that takes into account time working as an LPN, or at a Surgery Center.

PLEASE ATTEND OUR RATIFICATION MEETING TO ASK ANY QUESTIONS, VOICE ANY CONCERNS AND CAST YOUR VOTE!

Thursday, February 8th FROM 7:30AM – 8:00PM [2Center – Outside]