



OUR NEW CONTRACT

Together, OUR Union has won a landmark Contract! After HPAE members took a historic Strike Vote, Management backed down from their attempts to cut millions of dollars from their own employees and agreed to Significant Raises, Better Benefits, and Staffing Improvements for ALL.

We won by standing together as ONE UNION and showing Management that we are willing to do whatever it takes to win Fair Pay, Better Benefits, and Safe Staffing.

This major Union win doesn't mean we stop fighting! Our Contract is only as strong as we are, so be sure to do your part:

- 1) **File** Unsafe Staffing Forms EVERY time staffing is not perfect. give a copy to your manager and put a copy in the Union Box in the Cafeteria. Not only do they count as evidence if we have to file a grievance over Safe Staffing, but they also protect you from potential liability and put Management on Notice. Every month, your union leaders meet with Management and review each form we receive to address issues. Here is a link to a printable form: <https://www.hpae.org/resources/unsafe-staffing-form/>
- 2) **Report** Management's violations to your reps.
- 3) **Join** a Committee,
- 4) **Attend** Union Meetings,
- 5) **Share** all union communications with your coworkers to make sure everyone gets the message.

KNOW YOUR RIGHTS

Management seems to be monitoring Time and Attendance more closely. Be careful to clock in and out on time and to take your breaks.

If you are called into a meeting with a supervisor or HR, you can always ask "**is this meeting investigatory or disciplinary, or could it lead to investigation or discipline?**" If the answer is 'yes' or you think it could lead to investigation or discipline - stop the meeting and demand to take your breaks and demand a union rep. When you're in a Union, you're never alone.

STAFFING RATIOS!

We have won some of the best staffing commitments in the State of NJ in our new Contract - for ALL positions in ALL departments - not just RNs! We did this by standing together, winning more as a hospital-wide union than we would have separately.

Our contract is only as good as we enforce it! Here is what YOU need to know about enforcing our staffing numbers:

- 1) These Numbers are MINIMUMS. There is nothing stopping Management from doing better.
- 2) The 1:9 PCP/CNA Ratio does not include 1:1s. No PCP/CNA should be assigned more than 9 patients at any time.
- 3) Your Unit Manager must make "all reasonable efforts" to correct short staffing within the first 30 minutes of the shift.
- 4) **ICU RNs** will be 1:2 1/1/2026. **Telemetry RNs** will be 1:5 Stable/1:4 Acute 7/1/2026. **Med/Surg RNs** will be 1:5 Days/1:6 Nights 1/1/2028.
- 5) Filling out Unsafe Staffing Forms is more important than ever. Not only do they count as evidence if we have to file a grievance over Safe Staffing, but they also protect you from potential liability and put Management on Notice. Every month, your union leaders meet with Management and review each form we receive to address issues. Here is a link to a printable form: <https://www.hpae.org/resources/unsafe-staffing-form/>

DON'T SELL YOURSELF SHORT - GET A BONUS!

Article 13 of our Contract allows Management to offer bonuses to fill shifts. There are three kinds:

- 1) **Incentive Bonus for RNs & LPNs:** \$20/Hour to fill individual open shifts.
- 2) **Incentive Bonus for Non-Nurses:** \$10/Hour to fill individual open shifts.
- 3) **Bonus Contracts:** A 9-week commitment to work 2 or 3 additional shifts per week.
RN Unit: \$275.00 Per 9-12 hour shift, \$100.00 per 0-8 Hour Shift
Professional Unit: \$150.00 Per 0-8 Hour Shift
Technical Unit: \$180.00 Per 9-12 Hour Shift, \$150.00 Per 0-8 Hour Shift

When you are indicating your availability for extra shifts, use the availability book and write "**BONUS ONLY**" to show Management you want a bonus to work extra. When your manager asks you to work an extra shift, ask them if they're offering bonus, and tell them you will only do extra shifts for a bonus.



A Newsletter for the
members of HPAE Local 5185

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STOLEN TIME AND 410(k) Match

Stolen Time: All time that was stolen this Spring is subject to a court order. It will be placed in a separate bank and can be used however you like. If you resign, you will be paid out at 50% for stolen time accrued after May 1, 2024, and 35% for time accrued prior to May 1, 2024. If you Retire in the next 2 years, you will be paid out at 100% over 9 months, provided you are 65 years old and don't work at a NJ hospital in a 10-mile radius for those 9 months. All other accrued time stays the same.

Missed 401(k) Payment: Management has intentionally violated a court order requiring your money be returned over 9 months beginning June 1. We will be taking them back to court.

HPAE RETIREE MEDICAL TRUST (RMT)

In our most recent surveys, over 90% of Local 5185 Members expressed concern about saving for retirement.

While our negotiated 401(k) matching plan is one of the best in the Union, Fidelity Estimates an average retired couple, age 65, in 2024, may need approximately \$330,000 saved (after tax) to cover health care expenses in retirement.

Our solution was to negotiate 5185 Members into the RMT. The Members of each Unit then approved this with an overwhelming 'YES' vote.

The RMT is a great way to save money (tax-free) for medical expenses in retirement.

You can get more information, view plan documents and statements, and create your account by visiting: <https://www.hpae.org/resource/rmt/>

BONUSES FOR ALL!

We didn't win everything we wanted in our new Contract - but that doesn't mean we're done fighting! A major priority members listed is making staffing bonuses automatic.

Here is what you can do to pressure Management to automatically offer bonuses for extra shifts:

- 1) When you are indicating your availability for extra shifts, use the availability book and write "BONUS ONLY" to show Management you want a bonus to work extra.
- 2) When your manager asks you to work an extra shift, ask them if they're offering bonus, and tell them you will only do extra shifts for a bonus.
- 3) Encourage your coworkers do the same! If we all insist on bonuses to do extra shifts, Management will have no choice but to offer them automatically (or to hire more people so there aren't empty shifts to begin with!)

Don't sell yourself short! Don't sell your coworkers short! Demand a bonus for extra work!