

Summary of Memorandum of Agreement between HPAE Local 5094 and University Hospital

December 18, 2024

Our Union has secured historic gains for our local in our contract with University Hospital and have settled negotiations for the **FIRST TIME** two months following the expiration of the contract. Our members will be moving on steps each year of the contract for a 3 year contract for the **FIRST TIME** since 2014. This is a big step forward to eliminate the inequities in our current pay structure and reduce the need for market/equity adjustments.

Below is a summary of the 2024-2027 Memorandum of Agreement (MOA) between HPAE and University Hospital. For this MOA to go into effect, members must **vote “YES”** to ratify the contract. The negotiations committee for HPAE recommend a vote of **“YES”** for this contract settlement.

WAGES:

Professional Wages

Retroactive to October 1, 2024 – 3.25% total average increase

Employees who have completed at least one year of service on the preceding step as of September 30, 2024, will move one step on the PH or PS salary table effective October 1, 2024. The PH and PS Salary Tables in effect on September 30, 2024, will be increased by 1.25%.

Effective October 1, 2024, employees on Step 20 of the PH or PS Salary Table shall receive a lump sum payment of 2% based on their salary September 30, 2024 (not to be added to the base salary), pro-rated for part-time employees

Effective October 1, 2025 – 3.25% total average increase

Employees who have completed at least one year of service on the preceding step as of September 30, 2025, will move one step on the PH or PS salary table effective October 1, 2025. The PH and PS Salary Tables in effect on September 30, 2025, will be increased by 1.25%.

Effective October 1, 2025, employees on Step 20 of the PH or PS Salary Table shall receive a lump sum payment of 1.25% based on their salary September 30, 2025 (not to be added to the base salary), pro-rated for part-time employees

Effective October 1, 2026 – 3.25% total average increase

Employees who have completed at least one year of service on the preceding step as of September 30, 2026, will move one step on the PH or PS salary table effective October 1, 2026. The PH and PS Salary Tables in effect on September 30, 2026, will be increased by 1.25%.

Effective October 1, 2026, employees on Step 20 of the PH or PS Salary Table shall receive a lump sum payment of 1.25% based on their salary September 30, 2026 (not to be added to the base salary), pro-rated for part-time employees

ADDITIONAL CONTRACT TERMS:

1. **NO CONCESSIONS!!!** We gave nothing back to University Hospital. Maintained or improved all aspects of the contract.
2. **DEFEATED!!!!** University Hospital's second attempt to limit time and half OT accrual, and the proposed deletion of 17 articles from our contract
3. **Tuition Reimbursement:** Increased to \$5000 per year to provide additional money for those returning to school.
4. **NEW ARTICLE:** Certification Incentive: One time payment of \$250 for current and new certifications not required in job description starting October 1, 2025.
5. **Layoff Protections:** Expanded the Job Series to provide additional protections in the event of a layoff
6. **Work Outside Job Classification;** Created new language to request Job Reclassification, In Grade Salary Adjustments, and Out of Title Pay
7. **Promotions and Transfers:** Expanded current language for a guaranteed interview when applying for a job within the first 5 days of posting beyond the employee's own department.
8. **Administrative Leave without Pay:** Reduced the amount of time an employee can be placed on Admin Leave without pay from 3 weeks to two weeks. Additional language to reinstate time if Written Warning or less is issued following investigation. If issued suspension, will not be more than in lieu of 2 day suspension. Notification to Union if UH plans to extend the two weeks due to cooperation issues with employee
9. **Information and Data:** Gained access to information on per diem employees in our job titles to effectively represent them in the Union
10. **Evaluations:** Defining language to have a union rep and/or Labor Relations present if being issued an evaluation with a score of a "1"
11. **Expansion of NJESL:** 12 hours employees can use the remaining 4 hour balance of NJESL time with 8 hours of UH sick time for a full shift
12. **Expansion of Bereavement Leave:** Can use 3 days sick time for aunt/uncle, brother in law/sister in law, niece/nephew, grandparent, grandchild. Preservation of 12 hour employees to use 36 hours of sick time for bereavement
13. **Uniform Allowance:** Beginning July 1, 2025, uniform allowance reinstated for unit employees. New rate \$250 (full time) and \$125 (part time) if the hospital does not provide uniforms.
14. **Expansion of Weingarten Rights:** Returned to the agreement the notification of the right to have a union rep present if issued a discipline expanding the current rights in the contract
15. **Jury Duty:** Expansion for night shift staff to be paid the night prior if serving on jury duty
16. **Inclement Weather:** Providing opportunities for Category Blue employees converted to Category Red the opportunity to work from home in an inclement weather emergency. Gaining category assignments for our negotiations unit employees
17. **Remote Work:** Reference to the University Hospital Policy for remote work added to the contract
18. **Holidays:** Language recognizing Juneteenth for the use of a float holiday. The request to take time off will not be unreasonably denied. Additional language for the clinics to have the option to work or use a float holiday
19. **Resignation:** Prior to deducting vacation balances, employees will have a Labor Relations review of extenuating circumstances
20. **Dues Authorization:** Reduction in the amount of time to process dues authorization from new members from 90 days to 2 pay periods.
21. **Agreement Scope:** Removal of language referencing exclusion of probationary employees from the contract
22. **Probation extension:** Modified language from 90 day extensions to possible 30, 60 or 90 day extensions
23. **Union representatives:** Expand the use of Union time to representatives of HPAA at UH increasing the use of the benefit in the contract
24. **Union information:** UH will provide information on newly transferred or promoted staff. UH will provide reasons for separation
25. **Layoff:** Increased notice period for mass layoffs
26. **Titles/Grades:** Updated current HPAA titles and grades in the contract.
27. **Inclusive Contract language:** Change all current gender references to gender neutral references.
28. **Global Change:** Remove references to "staff member" to "negotiations unit employee" per WDEA
29. **Term of Contract:** October 1, 2024 – September 30, 2027