

HPAE Local 5103 Tentative Agreement Summary

January 30th, 2025

The following is a summary of the Tentative Agreement between HPAE and ARC Penn Jersey Region for a new Collective Bargaining Agreement to be effective January 1, 2025, to December 31st, 2028. This package is being presented to the members for ratification and your Negotiating Committee recommends that you vote to ratify this agreement.

Copies of the full agreement are available for review on the local website.

Agreement

- Language updated to reflect change in name of region

Article 1: Union Recognition

- Language updated to reflect changes in fixed site locations, new job titles

Article 6: Gender Use

- New genders added to list of genders referenced in the contract

Article 7: Orientation of New Employees

- 30-minute unpaid lunch for orientation is changed to a 30 paid meeting

Article 11: Work Week

- Language changed to reflect 10-hour days for fixed site employees
- Apheresis employees regularly scheduled for a four day week will now receive time and a half on the 5th, 6th and 7th day

Article 12: Scheduling and Staffing

- Change codifying that schedules are released 3 weeks in advance instead of 2
- New language added that prescribes process for dealing with over presenting donors, including language referencing at drive management

Article 13. License

- Nurses will now be reimbursed for the cost attaining their nursing licenses, and will be reimbursed for maintaining their licenses if they are in the RN classification. New nurses will be required to hold NJ and PA licensure

Article 19 Grievance and Arbitration Procedure

- New language added proscribing a cadence for Step 2 grievance meetings

Article 26 Paid Time Off

- Clean up old language on 800 number for scheduling leave.
- Agreement to provide instructional memo on the process for emergency day requests



Article 27 Attendance Policy

- Use of PTO for lateness is now triggered after 30 minutes instead of 2 hours
- Language added to protect members from being charged PTO for late arrivals caused by reassignment

Article 28 Leaves of Absence

- Minor cleanup language re health insurance and leaves

Article 29 Bereavement

- New language that allows for 5 days paid leaves when the deceased lives far away, or when a member has primary responsibility for handling arrangements.
- New language allowing other relatives to be considered on a case by case basis

Article 32 Health and Welfare and Retirement Benefits

- New language clarifying which benefits are covered under the National Addendum

Article 34 Personal Expense Reimbursement and Parking

- There is no longer a cap on parking reimbursements (previously a 125 yearly cap)

Article 35 Health and Safety

- Clean up language in site suitability escalation process to reflect new titles
- New language creating a joint Health and Safety committee to work on issues such as drive staffing/scheduling and site suitability

Article 25 Wages

- New starting rate table built out to reflect increases in starting rate in the National Addendum
- New table built to reflect new starting rates in each job classification for North Jersey staff, reflecting 5% above the base rates (was previously a 7.5 increase with unclear language re job classifications)
- Charge staff increase is now 2.50 instead of 1 dollar Letter of Agreement MCS
- MCS award increased from \$10 to \$15

Letter of Agreement – Inclement Weather

- Language added to broaden definition of inclement weather to include other natural disasters

Letter of Agreement – North Jersey Wage Correction



- New LOA prescribing a process for the Union and Management to make whole members who's north Jersey wage increase was not applied correctly

Letter of Agreement - CSII Retro Pay

- Members who only received a \$1:00 increase will get an additional dollar retroactive going back to implementation of project impact