

Safe Staffing

SAVES LIVES

After three months of bargaining, HPAE Local 5058 and HMH/JERSEY SHORE have tentatively agreed to the following changes subject to ratification by the members. There were no concessions or takeaways in this agreement. Below are the full highlights of the tentative agreement.

**The Local Executive Board recommends a
vote of YES to ratify the new contract.**

For the first time, our Union won the following ENFORCEABLE RATIOS:

Effective upon ratification:	
Med/Surg – 1:5 Active Labor – 1:1 Labor and Delivery – 1:2 Postpartum – 1:3 couplets Pediatrics – 1:4 Behavioral health/psychiatric – 1:5 Critical Care – 1:2 (never over 1:3 mandated by State)	ED Guidelines: 7am to 11am – 15 nurses 11am to 3pm – 24 nurses 3pm to 7pm – 26 nurses 7pm to 11pm – 26 nurses 11pm to 3am – 16 nurses 3am to 7am – 15 nurses
Tele – 1:4 (Effective September 1, 2026 – HMH wanted January 1, 2028) Step Down – 1:3 (Effective June 1, 2026 – HMH wanted January 1, 2027)	

- **New Language to enforce staffing ratios** — If staffing ratios over a quarter period do not meet the guidelines as negotiated, the Local President or designee and CNO will meet and discuss. If the matter is not resolved, then HPAE and the Medical Center agree to refer the matter to the staffing committee. If the Staffing Committee cannot agree, and the issue is still ongoing, the matter can be referred to **EXPEDITED arbitration**. The Arbitrator would be empowered to award a direction for the Medical Center to return to compliance with the staffing ratios.
- New language – For units not covered by the list above, the hospital will staff to their current guideline ratios
- New Side Letter for **ED Voluntary On-Call** to help with staffing.
- **New Missed/Interrupted Meal Period Paid Time Adjustment Form** that states that members are entitled to receive an uninterrupted 30-minute meal period when they work a shift of more than 8 hours. During this meal period, members shall be completely relieved of all job duties and shall perform no work whatsoever. Even minor work-related interruptions are not permitted during this period. Within three months of ratification, the Hospital will re-educate Nursing Leadership regarding rules/guidelines surrounding missed meal breaks and employees being paid for all time worked.



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Wages and other Economics

The team fought hard to get rid of the merit pay system and was successful for 2026. In addition to the 2.5% merit members received on July 1 of this year, members will also receive the following:

- **Effective upon ratification**, each member is guaranteed \$3.50 added to their base rate OR placement on the new wage scale, whichever is higher. (The new wage scale effective upon ratification is increasing up to 6% for each step). New Wage Scale to the right →
- **Effective June 2026**, a guaranteed 3% across-the-board raise
- **Effective June 2027**, Merit of up to 2% based on performance appraisal or RNs years of experience will increase by 1 step on wage scale, increasing by 1.25% for each step and the RN will get the greater of the two base hourly rates.
- Any RN hired into a RN role after ratification will be paid according to their years of experience, per the scale.
- **Nurse Clinician wage scale** +12.18% above scale to the right →
- **Clinical Nurse Specialist** +22.04% above scale to the right →
- **Significant increases to Shift Differential proposed by the Union** – Effective 30 days after ratification, increase to \$4.00 for evening and \$6.00 for night shift.
- **A New Weekend Differential proposed by the Union** – Effective 30 days after ratification, weekend work will now have a differential of \$4.00 for days, \$8.00 for evenings and \$10.00 for nights for hours worked from 12:01 am Saturday till 11:59 pm Sunday.
- **Increase to On Call** – Effective 30 days after ratification, Mandatory On Call will increase to \$10/hour for all departments at JSUMC currently utilizing MOC, including Cardiac Cath Lab; Interventional Radiology; Operating Room; Ambulatory/Same Day Surgery; Electrophysiology (EP) Lab, Endoscopy, PACU, NICU and Inpatient Dialysis.
- Effective 30 days after ratification, Voluntary On Call will increase to \$10/hour for the above units and \$6/hour for all other units

APPENDIX A New 2025 Base Wage Scale

Years of Experience	RN Base Wage
0	\$45.14
1	\$45.60
2	\$46.03
3	\$46.49
4	\$46.97
5	\$51.97
6	\$52.55
7	\$53.14
8	\$53.74
9	\$54.35
10	\$56.84
11	\$57.47
12	\$58.04
13	\$58.61
14	\$59.21
15	\$59.36
16	\$59.51
17	\$59.65
18	\$59.82
19	\$59.97
20	\$60.12
21	\$60.26
22	\$60.41
23	\$60.57
24	\$60.72
25	\$60.86
26	\$61.02
27	\$61.18
28	\$61.33
29	\$61.47
30	\$61.63



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Other Important Wins

- **Improved ESL language** day 1 ESL now for urgent care and emergency room visit.
- **New Artificial Intelligence language** recognizing that AI may impact RNs, the parties agree to discuss effects of AI at the monthly Labor-Management Committee meetings.
- **New Student Loan Repayment program** for Registered Nurses, Full-time employees are eligible to receive a \$300 monthly contribution (Max \$3,600 per calendar year) and Part-time to receive \$150 monthly contribution (Max \$1,800 per calendar year) paid directly to the lender.
- **Bereavement Leave** now includes death of a child at any stage of pregnancy.
- **Child Care Center** – employees will have first preference prior to outside applicants.
- **Discipline and Discharge** – discipline must now be issued prior to 25 days, Fair and Just Culture language to reduce disciplines and Level 1's will now become inactive 12 months from issuance.
- **Parking** – after completion of repairs to Harbor garage, parties will jointly review badge access to ensure appropriate access to members.
- **Improved health and safety language** including panic buttons at all nurses' stations, wandering at all entrances with metal detectors coming, continuous presence of security if patient or visitor tries to seriously injure an employee, additional security for psychiatric unit and upcoming flagging of patient charts.
- **Stronger Successorship language** if any or part of hospital operation is sold.
- HPAE Staff Rep will now have access to Hospital.
- New Article on **work schedules for Nurse Educators** for more flexibility.
- **Leave of Absence** – new language for training when member returns prior to taking patient assignment.
- **Absenteeism and Lateness Policy** now in contract so it cannot be changed.
- **National Certification Policy** now in contract so it cannot be changed.
- Any member with a **PTO draw-down bank** will now have up to April 1, 2029, depending on hours, in bank to use. (This was set to expire on April 1 of this year).
- **This is a 3-year contract. Expires October 2, 2028. Any wage increases negotiated then will be retro to June 1, 2028.**

Things Jersey Shore Proposed that we Defeated – Not One Give Back to HMH/Jersey Shore!

- HMH had proposed **FLEXING** of members during their core shift and that remained on the table until the very end. Your team made sure management's proposal was withdrawn at the end and we have protected **NO FLEXING** yet again.



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