



# HPAE

## LOCAL 5030 Newsletter

A Newsletter for the  
members of HPAE Local 5030  
at Hackensack UMC at Palisades

PALISADES PAPARAZZI

4th Quarter 2025

### MEMBER ALERT PALISADES LOCAL 5030 IT PAYS TO BELONG TO A UNION

### LOCAL 5030 PALISADES MEMBER UPDATE

#### Local 5030 Leadership Team

- o Tara Rojo, President
- o Alex de Hombre Vice-President
- o Leslie Caraballo, Vice-President
- o Angela Vallecillo, Secretary
- o Katherine Puca, Treasurer
- o Azza Elsaid, Co Grievance Chair
- o Elizabeth Simon, Co Grievance Chair
- o Vacant Position, Quest Rep.

It is hard to believe that the Holidays are upon us and we hope that you enjoyed your summer. These newsletters are very important as they are intended to keep the membership updated. If you are not receiving them via email please let us know so that we can update your contact information. We have also had several grievances upheld for our members and will update you in this newsletter. Get involved in your Union because when we all speak with one voice, we can make change! Please use our email address, listed below, to send us any communications and to address issues or concerns you may be having. We would also like to congratulate our sister local 5058 Jersey Shore on a successful new contract with ratios and wage increases for their members. We work side by side with the other HPAE/HMH locals to make us stronger!

We are looking for union representatives for each unit. If you are interested, please let us know. We will be holding an in-person Rep training on November 8th from 9:30am – 2:30pm, location TBD but breakfast and lunch will be provided. Please let one of the officers know that you can attend or email the local. We need you involved!

### Get Out The Vote!

ELECTION DAY IS NOVEMBER 4TH AND WE ENCOURAGE ALL MEMBERS TO EXERCISE THEIR RIGHT TO VOTE! WE ARE ONLY 1 OF 2 STATES THAT HAS A GOVERNORS RACE THIS YEAR AND THE GOVERNOR MAKES IMPORTANT DECISIONS WHEN IT COMES TO THE HEALTHCARE WORKERS AND THE LABOR DEPT. SO PLEASE MAKE YOUR CHOICE AND VOTE!

### GRIEVANCES AND ARBITRATIONS

#### GRIEVANCES UPHELD/WON

Azza Elsaid and Elizabeth Simon – Co Grievance Chairs  
STAFFING

Over the past couple of months, we have met with HMH on several grievances that were filed on behalf of members whose contract rights were violated. Some of these grievances were upheld which resulted in back pay and disciplines being removed from members records along with health & safety issues being addressed. We also settled the staffing arbitration the day prior to the hearing with HMH agreeing to recruit the following RN positions – 5 in Medical Surgical, 2 in Critical Care, 4 on 3 East, 1 in Observation, 1 in Maternity and 2 in the ED. HMH also agreed to meet with the Union to discuss implementing an electronic “Short Staffing” form accessible to all employees to replace the current paper form so that the union can better track when management is not following the ratios bargained in the contract. We do have 2 upcoming arbitrations in dietary and physical therapy and will keep you updated as those progress. If you feel that a contract violation has occurred, please reach out so that we may investigate the issue and file a grievance on your behalf if warranted. The grievance/arbitration procedure is outlined in Article 8 of the collective bargaining agreement.

## The HPAE Retiree Medical Trust - Frequently Asked Questions

**What is the HPAE Retiree Medical Trust?** The HPAE Retiree Medical Trust is a fund established by HPAE and participating employers to provide supplemental retiree health benefits through reimbursement of medical costs.

**How is the Trust funded and by whom?** Each HPAE local union negotiates with the employer the level of contributions and how the money is contributed. Money can be contributed from employee (pre-tax) payroll deductions and/or employer contributions.

**What types of medical expenses are reimbursed by the Program?**

- Premium or contribution payments for coverage under health, dental, or vision insurance plans.
- Medical expenses excludable from gross income under Internal Revenue Code Section 213(d), including hospital, health care provider, diagnostic, dental, vision, and prescription drug costs.

- Premium payment for qualified long-term care (LTC) insurance.

- Premium payment for Medicare supplement plans

Is reimbursement benefits from the HPAE Retiree Medical Trust

**taxable?** No. Unlike a 401k plan, the money in the Retiree Medical Trust is completely “tax advantaged”. Money contributed to the fund is not taxed; interest earned by the fund is not taxed; and reimbursement money is not taxable income.

**Can an individual employee “opt out” of the program if it is negotiated in the contract and approved by a majority of employees in a bargaining unit?** No. To receive the tax advantages of the program, as determined by the Internal Revenue Code law, all eligible members of a bargaining unit must participate.

**What type of benefit payments does the Trust provide?** The Trust provides two types of benefit payments: regular “monthly benefits” and “Employee Account benefits.”

1) **Monthly Benefits:** An eligible retiree qualifies as a “Regular Beneficiary” and is entitled to monthly reimbursement of covered expenses in the amount of his/her monthly benefit level, as determined by the medical expense reimbursement program. An employee is eligible if she/he has five or more years of active service credits in the program, is 55 years old, and is no longer working in a participating hospital or institution.

2) **Employee Account Benefits:** If an employee has less than five years of active service credits and is no longer working in a participating hospital or institution, the employee qualifies as a “Limited Beneficiary” and is entitled to reimbursement of covered expenses in an amount equal to the balance in his/her Employee Account. The employee will be eligible for the benefits if he or she:

- Is between 40-55 and 24 months have passed since the Plan received contributions on his or her behalf.

- Has attained age 55

- Is disabled, as determined by the Social Security Administration

**What if I leave my employer before I earn five years of active service credits? Will I lose the money I have contributed?** No. All the money that you contributed will be in your Employee Account and available to you when you are eligible based on the above conditions.

**What if I leave my employer after I earn five years of active service credits, but am no longer an HPAE member or employed in healthcare?** You will still be eligible for a monthly reimbursement benefit when you turn 55 years old.

**What will be the benefit for my spouse/domestic partner and children in the event of my death?** A spouse, domestic partner, and dependent children are eligible for survivor benefits. If you are receiving a monthly benefit as a “regular beneficiary”, a surviving spouse, with or without children, is eligible for monthly benefits equal to 50% of the benefit level of the deceased eligible retiree. If there is no surviving spouse or domestic partner, the monthly benefit level for surviving children will be 50% of the benefit level of the deceased (to be divided equally among children). The surviving child(ren)’s monthly benefits will terminate upon the loss of child(ren) status. If you have an Employee Account as a “limited beneficiary,” then your surviving spouse or domestic partner will be entitled to reimbursement benefits in an amount equal to the balance of your Employee Account. If there is no surviving spouse or domestic partner, then your child(ren) will be entitled to such benefits.

## EDUCATE YOURSELF AND KNOW YOUR RIGHTS

### EDUCATE YOURSELF AND YOUR CO-WORKERS

Attend a meeting, share this flyer.

Please use the local email to better communicate with us  
[Local50302@HPAE.ORG](mailto:Local50302@HPAE.ORG) for all questions and issues you may have.

**HPAE Local 5030 Executive Board  
Board**

### WEINGARTEN RIGHTS

If you are called into your supervisor's office, please tell your supervisor "If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union representative be present at this meeting. Without union representation, I choose not to answer questions." This is your right under the law.



HPAE Local 5030 Officers attend the 2025 PIC Conference in New Brunswick

**TELL HACKENSACK TO RESPECT US,  
PROTECT US AND SUPPORT US**



A Newsletter for the members  
of HPAE Local 5030

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## Address Service Requested



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