



THE POWER OF HPAE IS ON YOUR SIDE.

HPAE gives you strength.



"The Union is so vitally important. When you need it most, we as union members are ready to stand alongside one another to protect all of us. It took the largest mobilization of members here to win safe staffing ratios in our contract. We, the union, won that."

– Patty Hoffman, RN, Pediatric ICU
Cooper University Health Care
HPAE Local 5118

HPAE gives you a voice.



"The staffing crisis has put patient care at risk. That is why we went to the bargaining table to get enforceable staffing ratios in our contract. Accomplishing that goal would not have been possible without the unity and organizing that belonging to a union like HPAE provided us."

– Alice Barden, RN
Englewood Hospital and Medical Center
President of HPAE Local 5004

ORGANIZE NOW!

Together, as New Jersey's largest healthcare union, we are the voice for our profession and our patients.



YOU stand up for patients.

Who stands up for YOU?

Learn how you can join the largest healthcare workers union in New Jersey and have a better voice on the job today!

LEARN MORE. GET ORGANIZED.

hpae.org/join

 facebook.com/hpae.aft

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 **HPAE**
AFT / AFL-CIO



Why form a union with HPAE?

Unions organized with HPAE bring healthcare professionals increased pay, good benefits, and decent working conditions. Together, unionized workers advocate for good jobs and safe communities, quality healthcare, and retirement security.



"In my job, I am used to fighting for our patients to make sure they're heard and that their concerns are addressed. But management can run roughshod over our rights. I found myself in that position and had I not been a member of HPAE, I am sure I would not have succeeded as a single employee. I am not alone, because as a union, I know my coworkers are standing with me to protect all of us."

– Olivia Valentino-Davis, Patient Advocate
University Hospital in Newark, HPAE Local 5094

Higher salaries and better benefits.

HPAE members win gains and improvements for healthcare professionals that set the standards for practices, wages, benefits, and working conditions across New Jersey.

- Safe staffing ratios, with strong enforcement mechanism
- Job security provisions and seniority protections
- Protection against unjust discipline
- Strict limits on floating (moving staff temporarily to another unit)
- Health and safety protections and policies
- Negotiated salary schedules recognizing experience and seniority
- HPAE Retiree Medical Trust (supplemental retiree benefits)
- Comprehensive benefits, including healthcare, paid leave, and retirement security

Stronger laws and protections for all.

Together, our members have won changes impacting every healthcare worker, including:

- CNA Safe Staffing Disclosure Ratios in Long Term Care
- Needlestick Safety Limits on subcontracting to protect union jobs
- Ban on Mandatory Overtime
- Violence Prevention
- Safe Lifting Equipment
- Paid Family Leave
- Increased Minimum Wage
- Medical Debt Relief
- Earned Sick Days



HPAE has a dynamic reputation as an advocate for healthcare workers and patients. That's why in 50 years we've grown from 250 to nearly 15,000 members.

However, only one-third of all nurses and health professionals in NJ hospitals are union members.

As hospitals merge into giant health systems, we need the power of a union to establish high standards of professional practice.



READY TO ORGANIZE?



"When you're managing eight patients at once, our safety and our patients' safety becomes compromised. Now, with enforceable ratios in our contract, we can finally focus on patient safety and better outcomes. It's a huge accomplishment we achieved by standing together to demand safe staffing ratios in our union contract."

– Tara Lyndia Rojo, RN, President of HPAE
Local 5030 at HMM Palisades Medical Center

CONTACT US!

Contact HPAE's Organizing Department

hpae.org/join
Kindra Fontes-May
201-262-5005 ext.109
kfmay@hpae.org

BASIC STEPS:

- 1 Gather your concerns and identify which issues you and your coworkers think are most important to change.
- 2 Contact HPAE and work with an organizer to build a committee that covers a strong majority of the workers across departments and shifts.
- 3 Collect Union cards and petition signatures, and hold a Union election once you know the vast majority of your coworkers are ready to win!
- 4 After you win your election, you and your coworkers will fight for your first contract, where you create the changes you want to see in the workplace.