

SECURING OUR FUTURE

HPAE LOCAL 5004

WHAT WE MIGHT FACE

#5 Proposed Change – Reduction of workweek

On a regular basis you have been receiving information to help you understand what we might face in the upcoming negotiations and the impact of those proposed changes on you, the membership. Also, the information you will be receiving is meant for you to discuss with your colleagues. The end result would be everyone is informed, have an opportunity to ask questions, and your negotiation team can ascertain what the membership's priorities are.

In this fifth notice we will identify the impact of not working a fourth day in a twelve-hour schedule. HPAE Locals affiliated with Hackensack Meridian Health (HMH) do not work a four-day week in a twelve-hour schedule. We want to inform you of the financial impact of not having a four-day work week.

The examples below are based on a salary of \$40. an hour and are an approximation.

Salary:

Rate: \$40/hr	Hours worked/month	Weekly salary	Yearly salary
4-day work week	160	\$1,476.92	\$7,6800
3 day work week	144	\$1,329.23	\$6,9120
Salary loss		\$147.69	\$7690

Social Security Benefits is a three-step process based on using your earning history to calculate your Average Indexed Monthly Earnings. Your earning history is diminished with a 3-day work week.

403B Match – if your salary is decreased so is your match from the hospital.

Temporary Disability is 85% of weekly salary, but maximum amount you can collect is \$903/per week under NJ Disability.

4-day	3-day
\$1255.38	\$1129.85

Difference \$125.53/less wkly. Recognize, while out on disability, you have reduced your benefit based on a 3-day work week.

Worker's Comp is 70% of weekly salary. but maximum amount you can collect is \$969/per week under NJ Worker's Comp.

4-day	3-day
1,033.84	\$930.46

Difference \$103.38/less wkly. Recognize, while out on worker's comp, you have reduced your benefit based on a 3-day work week.

Realize, you reduce the accrual of all benefits under HMM contracts.