

**Safe
Staffing**

SAVES LIVES

After four months of bargaining HPAE Local 5030 and HMH 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.

For the 1st time Our Union won the following ENFORCEABLE RATIOS

Med/Surg 1:5
Critical Care 1:2
3 East 1:4
Special Care Nursery 1:4
ED RN
7am 5 RNs
11am 8 RNs
7pm 8 RNs
11pm 5 RNs
And 7am to 7am 1 Triage RN

- To ensure that ratios are maintained the employer, prior to the start of shift, the following steps will be taken:
 1. Send alerts
 2. Communicate to part-time/per diem and agencies for extra shifts
 3. Communicate with full-time members for overtime
 4. Assistant nurse manager or nurse manager will take a patient assignment or will take charge
 5. Review joint recommendations from team members and nurse management to stagger admissions
- The Chief Nursing Executive and the Local Union President will meet within thirty days of ratification to discuss staffing guidelines for other depts/units and the steps that will be taken when these guidelines are unable to be met.
- In the event of the regular use of agency on a particular unit over a consecutive eight (8) month period the hospital shall ensure there is a post for a comparable classification position.

New Staffing side letter to on board more staff in the following departments:

- 29 RNs
- 1 Transporter
- 8 Patient Care Techs
- 1 Behavioral Health Tech
- 3 housekeepers
- 3 OR techs
- 1 Food Service Rep
- 1 Cook



110 Kinderkamack Road
Emerson, NJ 07630

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FAX 201-262-4335



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- 2 OB techs
- 1 Pharmacy Tech
- 4 Patient Safety Attendants

- Stronger staffing committee language to where the committee will review unit/department specific staffing issues that enhance or interfere with the appropriate delivery of quality patient care. All joint solutions will be submitted to the Chief Nursing Executive who will respond in writing within five (5) days.

Wages and other Economics

- Effective first full pay period after July 1st, 2024, a 3% Across the Board Raise and 3% merit effective July 1st for 2025 and 2026.
- A \$1.00 increase to base rate for behavioral health techs, cook, cook's helper, dietary aide, dietitian asst, food service rep, heavy cleaner, linen aide, physical therapy aide, storeroom clerk and transporter.
- Market rate adjustments for (new wage scale) for Licensed Social Worker, Care Coordination Social Worker, Licensed Clinical Social Worker, Senior Licensed Clinical Social Worker, Respiratory Therapist Certified, Respiratory Therapist Registered, Lead Registered Respiratory Therapist, Pharmacy Tech, Navigator I and Lead Pharmacy Technician. (Will be adjusted to the new wage scale then the 3% ACB raise on top).

Significant increases to Shift Diff for all Bargaining Units

1. 2nd shift effective September 1, 2024, for registered nurses is \$3.35 per hour, effective January 1, 2025, \$4.00 per hour. 3rd shift effective September 1, 2024, is \$4.60 per hour, effective January 1, 2025, \$6 an hour.
2. 2nd shift effective September 1, 2024, for Pharmacists & Respiratory Therapists is \$3.10 per hour, effective January 1, 2025, \$4 per hour. 3rd shift effective September 1, 2024, is \$4.10 per hour, effective January 1, 2025, is \$6 per hour.
3. 2nd shift effective September 1, 2024, for all other Professional Employees is \$2.80 per hour, effective January 1, 2025, is \$3.50 per hour. 3rd shift effective September 1, 2024, is \$3.60 per hour, effective January 1, 2025, is \$5 per hour.
4. 2nd shift effective September 1, 2024, for all LPN/Tech employees (except OR Techs) is \$2.50 per hour, effective January 1, 2025, is \$3 per hour. 3rd shift effective September 1, 2024, is \$3.55 per hour, effective January 1, 2025, is \$5 per hour.
5. 2nd shift effective September 1, 2024, for OR Techs is \$3 per hour, effective January 1, 2025, is \$4 per hour. 3rd shift effective September 1, 2024, is \$4.05 per hour, effective January 1, 2025, is \$6 per hour.
6. 2nd shift effective September 1, 2024, for Patient Care Techs, Sterile Processing Techs, Endo Techs and Monitor Techs is \$2.05 per hour, effective January 1, 2025, is \$3 per hour. 3rd shift effective September 1, 2024, is \$3.05 per hour, effective January 1, 2025, is \$5 per hour.
7. 2nd shift effective September 1, 2024, per all other service & maintenance employees is \$1.55 per hour, effective January 1, 2025, is \$2 per hour. 3rd shift effective September 1, 2024, is \$1.80 per hour, effective January 1, 2025, is \$2.50 per hour.



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A New Weekend Diff for all Bargaining Units

1. Effective September 1, 2024, for Registered Nurses is day shift \$2 per hour, evening shift \$5.35 per hour and night shift is \$6.60 per hour. Effective January 1, 2025, is day shift \$4 per hour, evening shift \$8 per hour and night shift is \$10 per hour.
2. Effective September 1, 2024, for Pharmacists & Respiratory Therapist is day shift \$2 per hour, evening shift \$5.05 per hour and night shift is \$6.10 per hour. Effective January 1, 2025, is day shift \$4 per hour, evening shift is \$8 per hour and night shift is \$10 per hour.
3. Effective September 1, 2024, for all other Professional employees is day shift \$1 per hour, evening shift is \$3.80 per hour and night shift is \$4.60 per hour. Effective January 1, 2025, is day shift \$2 per hour, evening shift is \$5.50 per hour and night shift is \$7 per hour.
4. Effective September 1, 2024, for LPN/Tech is day shift \$.60 per hour, evening shift \$3.10 per hour and night shift is \$4.15 per hour. Effective January 1, 2025, is day shift \$1.25 per hour, evening shift \$4.25 per hour and night shift is \$6.25 per hour.
5. Effective September 1, 2024, for OR Techs is day shift \$2 per hour, evening shift \$5 per hour and night shift is \$6.05 per hour. Effective January 1, 2025, is day shift \$4 per hour, evening shift \$8 per hour and night shift is \$10 per hour.
6. Effective September 1, 2024, for Patient Care Techs, Sterile Processing Techs, Endo Techs and Monitor Techs is day shift \$.60 per hour, evening shift is \$2.65 per hour and night shift is \$3.70 per hour. Effective January 1, 2025, is day shift \$2.05 per hour, effective January 1, 2025, is \$3 per hour. 3rd shift effective September 1, 2024, is \$3.05 per hour, effective January 1, 2025, is \$5 per hour.
7. Effective September 1, 2024, for all other Service & Maintenance is day shift \$.50 per hour, evening shift is \$2 per hour and night shift is \$2.30 per hour. Effective January 1, 2025, is day shift \$1 per hour, evening shift if \$3 per hour and night shift is \$3.50 per hour.

Increase to On Call for Specific Units

- Increase in on call to \$10 an hour for IR, Endo OR/CVOR, inpatient OR, pediatric OR, endoscopy, ambulatory/same day surgery, PACU, breast surgery and imaging techs who are scheduled to be on-call to support one of the areas above.

Retiree Medical Trust for LPN/TECH & Service and Maintenance

- Retiree Medical Trust with employee contribution for LPN/TECH and SM we already had for RN/PRO. This is a \$.20 cent contribution.

Other Important Wins

- Improved ESL language day 1 ESL now for Outpatient surgery, biopsy procedure, urgent care and emergency room visit.
- New Student Loan Repayment program for Registered Nurses, Surgical Techs, Licensed Mental Health Counselor, Licensed Clinical Social Worker, Certified/Registered Respiratory Therapist, Certified Radiology Techs and Certified Registered Nurse Anesthetist. 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.



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- Improved health and safety language including panic buttons in high-risk areas and Medical Center shall abide by OSHA regulations including to inviting a Union Rep. to be a part of annual risk assessment as well as walk throughs and site inspections.
- New microwaves in break areas
- PCTs in ED will be moved to the LPN/TECH Bargaining Unit
- Side Letter on new Physical Therapy Residency Program
- 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 (May 31, 2024 – May 31, 2027)



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