

# PUT THE POWER OF HPAE ON YOUR SIDE.

## HPAE gives you strength.

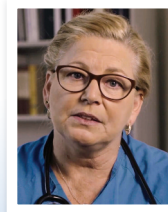


*"As a union, we have stood together to demand protections for ourselves and our blood donors. As an individual worker, my ability to make a change is limited, but as a collective group, our voices are stronger. The support we give each other has allowed us to make a difference in our workplace."*

– Lisa Scaramuzzo  
HPAE Local 5103  
American Red Cross

## HPAE gives you a voice.

*"Organizing is a must for healthcare workers. We are on the frontlines, and we must be able to advocate for what's best for our patients, our community and each other, without fear of intimidation from our employers. HPAE gives us a voice."*



– Sheryl Mount  
President, HPAE Local 5105  
Virtua Health



HPAE is New Jersey's largest healthcare union. We've grown since our founding in 1974 through a comprehensive organizing program, strong and effective membership representation, with skilled and determined advocacy for progressive public policies.

HPAE members in "locals" throughout the State include nearly 14,000 nurses, social workers, therapists, technicians, medical researchers and other healthcare professionals. We work in hospitals, nursing homes, home care agencies, blood banks and university research facilities throughout New Jersey and the Philadelphia area.



# YOU stand up for patients.

# Who stands up for YOU?



**LEARN MORE. GET ORGANIZED.**

[www.hpae.org/join](http://www.hpae.org/join)

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**ORGANIZE NOW!**

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

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# Why form a union with HPAE?

## Higher salaries and better benefits.

## Stronger laws and protections for all.

## ORGANIZE WITH HPAE. HPAE will help you organize and win a fair contract.

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.

HPAE members fight for – and win – significant gains and improvements for health professionals and patients through collective bargaining, such as:

- Safe staffing standards, with staff to patient ratios
- Job security provisions
- 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
- Retiree medical program
- Seniority protection and pensions

**HPAE contracts set the standards for professional practices, wages, benefits, and working conditions of health professionals all across New Jersey.**

Some changes we need as a union go beyond the walls of our employers, and require changes in the law and State agencies regulating the healthcare industry. HPAE has won changes impacting every healthcare worker, including:

- Staffing Disclosure
- Needlestick Safety
- Ban on Mandatory Overtime
- Violence Prevention
- Safe Lifting Equipment
- Paid Family Leave
- Increased Minimum Wage
- Earned Sick Days
- Pay Equity

**HPAE members are continually on the forefront of public efforts to fix New Jersey's healthcare system and make it based on patients, not profits.**



HPAE has a dynamic reputation as an advocate for healthcare workers and patients. That's why in 40 years we've grown from 250 to nearly 14,000 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.

### WHAT'S THE COST?

**Once a local group wins their first contract, HPAE members pay 1.25% of their gross salary to cover all the expenses of their union.**

## HPAE HELPS YOU FORM A UNION WHERE YOU WORK

## AND EVERYONE WINS.

- 1 Concerns Raised; Issues Take Shape.**
- 2 Workers make First Contact with HPAE.**
- 3 Co-workers form a Committee that covers a majority.**
- 4 Draft Union Petition.**



- 5 Co-workers Sign Petition.**
- 6 Going Public: Petitions Delivered to Labor Board.**
- 7 Victory with YES Vote on Union Election Day.**
- 8 Newly Unionized Workers Fight to Win Fair Contract!**