



HPAE Local 5138

Summary of 2020 Tentative Contract Agreement June 2020

The Bargaining Committee Recommends the Membership Vote to Ratify the Agreement.

Contract Article	Tentative Agreement
Contract Duration	<ul style="list-style-type: none"> July 12, 2020 until May 15 2023
Wages	<ul style="list-style-type: none"> 3% across the board pay increase for all staff in 2020 New wage scale and market rate adjustment. Existing Cert, education and differentials will be built into the new base rate. (wage worksheet attached) 1.5% recognition pay from May 17 July 1, 2021: 2% Merit/performance evaluation raise July 1, 2022: 2.25% Merit/performance evaluation raise All domestic Years of Experience (YOE) applied to new wage scale, up to 30 years. YOE is rounded up for current RN's
Wage scale appeal process	<ul style="list-style-type: none"> RN's will be able to appeal if their calculated new base rate differs from the first paycheck. Results for RN YOE has been provided to Union. Confirm your YOE with your manager NOW.
Preceptor differential/program	<ul style="list-style-type: none"> <u>Increased to \$1.50/hr</u> Preceptor language strengthened
Charge differential	<ul style="list-style-type: none"> <u>Increased to \$1.75/hr</u>
Education differential	<ul style="list-style-type: none"> <u>MSN increased to \$2.50/hr</u> BSN built into new base rate
Float differential	<ul style="list-style-type: none"> \$5 float differential. All existing float differentials will be built into the base rate. See wage work sheet examples
National certification	<ul style="list-style-type: none"> \$2500 annual bonus for certification pay Current certification pay will be built into base rate. No nurse will lose their existing pay.
Tuition reimbursement	<ul style="list-style-type: none"> <u>Increased to \$5250 FT and \$2625 for PT</u>
Health Insurance	<ul style="list-style-type: none"> No changes to benefits or plan design Employer has limited ability to make future changes
Non nursing duties	<ul style="list-style-type: none"> <u>Won and maintained our protection of non-nursing duties</u>
Inclement Weather	<ul style="list-style-type: none"> HMH can define "state of emergency"

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	<ul style="list-style-type: none"> • Paid for amount of hours worked if you show up late.
Clinical Ladder compensation	<ul style="list-style-type: none"> • Lump sum bonus for participation in Clinical Ladder. • All existing participants will be placed on the same existing level. (CARE IV and V= Level IV) • All new RN's and existing RN's not currently in CARE are placed on Level I with no monetary benefit. • Level II \$1000 • Level III \$2500 • Level IV \$4000 • Voluntary • 20+ hours or more • First payments made in July 2021. • All current CARE differentials built into your new base rate. • See attached responses from employer on the new ladder. • The clinical ladder is not complete. HPAE and staff RN's and HMH will work together to complete. Volunteers welcome.
Professional Practice Article 7, pg 11 Staffing	<ul style="list-style-type: none"> • Protection of staffing language • Language change from Grid to Staffing Guidelines
Health and Safety	<ul style="list-style-type: none"> • 4 reserved parking spaces for On-call nurses • Quarterly Health and Safety meetings/WPV • Guidelines for meeting with employer during a pandemic
Floating	<ul style="list-style-type: none"> • Local HPAE president to serve on council to develop new floating guidelines re to clinical competency. • Floating within clinical competencies and when the nurse is comfortable. • No floating prior to 6 months on home unit. • No floating of Newly graduate RN's with less than one year experience • Nurses who float do not take charge or precept. • Maintained "helping hands" language. • Changed order of floating.
Reciprocity between HPAE facilities	<ul style="list-style-type: none"> • 100% seniority when transferring between SOMC and PMC and JSUMC.

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Float pool	<ul style="list-style-type: none">• \$5/hr differential• Tiers and specialty units for float pool removed• One set of requirements• No one loses any money from existing wages. (see wage worksheet)
Per Diem	<ul style="list-style-type: none">• <u>\$5/hr differential</u>• <u>Minimum 2 hour call out by PD employee.</u>• PD level 1 and 2 requirements eliminated.• No call and no charge requirements maintained.• PD nurses must schedule in pre post before filling in for other staff• 24 hour requirement per schedule including one WE and one WD shift• 920 cap on PD hours may roll out in January 2021. The Union maintains the right to receive 30 days notice when the employer intends to implement the change and the right to bargain over the effects.• Annual holiday requirements: 1 summer and 1 winter, must be met with Major holidays. Soft holidays deleted.
Mandatory On-call	<ul style="list-style-type: none">• Allowance for on-call nurse to ask nurse coming off duty to finish the case that is in progress.• No increase in on-call pay.
Open Shift/Extra Shift bonuses	<ul style="list-style-type: none">• They will sunset at some future date and Union will be notified and will bargain over the proposed changes at that time.
HMH policies incorporated into contract	<ul style="list-style-type: none">• 30 day notice on all changes to policy and right to bargain over the effects.• National Certification-Nursing policy• PerDiem Registered Nurses policy• Inclement Weather Policy• Nursing Preceptor Policy• Floating of Registered Nurses Policy• Registered Float Nurse Policy• Charge Nurse Policy

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Examples of five Registered Nurses and the new wage scale calculations. For demonstration only.

Step #1: Current Base Rate	RN #1	RN#2	RN#3	RN#4	RN#5	YOU
Base Hourly Rate	\$50.26	\$31.38	\$41.20	\$31.38	\$43.20	
1.5% HMH recognition (effective 5/17/20)	\$0.75	\$0.47	\$0.62	\$0.47	\$0.65	
Total Hourly Base Rate	\$51.02	\$31.85	\$41.82	\$31.85	\$43.84	
Step #2 Nurse's rate w/ merit, recognition, pay component roll						
Current Base Hourly Rate	\$51.02	\$31.85	\$41.82	\$31.85	\$43.84	
Years of Experience (YOE)	26	5	19	5	31(30)	
2020 Merit increase (3%)	\$52.55	\$32.81	\$43.07	\$32.81	\$45.16	
Current Add On's:						
Float Pool	\$0.00	\$5.00	\$0.00	\$7.00	\$0.00	
BSN	\$1.50	\$1.50	\$0.00	\$1.50	\$1.50	
MSN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Certification	\$2.75	\$0.00	\$0.00	\$0.00	\$2.00	
C.A.R.E.	\$3.00	\$0.00	\$1.00	\$0.00	\$0.00	
Total	\$7.25	\$6.50	\$1.00	\$8.50	\$3.50	
NEW Newly Adjusted Hourly	\$52.55	\$32.81	\$43.07	\$32.81	\$45.16	
Plus current add-ons	\$7.25	\$6.50	\$1.00	\$8.50	\$3.50	
LESS NEW FLOAT or NEW PD	\$0.00	-\$5.00	\$0.00	-\$5.00	-\$5.00	
Total NEW Base Hourly Rate	\$59.80	\$34.31	\$44.07	\$36.31	\$43.66	
Step #3: Base rate comparison						
Total NEW Base Hourly Rate	\$59.80	\$34.31	\$44.07	\$36.31	\$43.66	
or						
New Hourly Scale Base Rate	\$50.85	\$41.26	\$47.43	\$41.26	\$52.91	
Step #4 New Compensation for Nurse						
New Hourly Rate	\$59.80	\$41.26	\$47.43	\$41.26	\$52.91	
1.5% HMH recognition adjustment	\$0.00	\$0.62	\$0.71	\$0.62	\$0.79	
New NA Hourly	\$59.80	\$41.88	\$48.14	\$41.88	\$53.70	
Plus new Float or PD	\$0.00	\$5.00	\$0.00	\$5.00	\$5.00	
Plus MSN (\$2.50)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
TOTAL NEW Base Hourly Rate	\$59.80	\$46.88	\$48.14	\$46.88	\$58.70	
In addition (annual lump sum payment):						
New Certification FT (PT 50%)	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	
*New Clinical Ladder FT (PT 50%)	\$4,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	
**New Additional Compensation:	\$6,500.00	\$0.00	\$1,000.00	\$0.00	\$0.00	

*Based on new Clinical Ladder program

CL Level 4

CL Level 2

**Based on meeting criteria of the new programs

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