



HPAE Local 5058

Summary of 2020 Tentative Contract Agreement July 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 January 30, 2023
Current Contract	<ul style="list-style-type: none"> ALL language in contract remains unless specifically changed in the tentative agreements.
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. <u>Existing Cert, education and differentials will be built into the new base rate or the nurse goes to the new pay scale, which ever is higher.</u> (wage worksheet attached) 1.5% recognition pay from May 17 New pay scale to begin July 12th. No Retro. July 1, 2021: 2% Merit/performance evaluation raise July 1, 2022: 2.25% Merit/performance evaluation raise No Me too Clause 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
National certification	<ul style="list-style-type: none"> Annual \$2500 bonus for certification pay, prorated for PT 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

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Non nursing duties	<ul style="list-style-type: none"> • <u>Won and maintained our protection of non-nursing duties</u>
Inclement Weather/State of Emergency	<ul style="list-style-type: none"> • HMH can define “state of emergency” • Paid for amount of hours worked if you show up late. • <u>Contract language protects Pay and benefits during SOE</u> • HMH can rescind PTO approval during a state of emergency
Clinical Ladder compensation	<ul style="list-style-type: none"> • All current CARE differentials built into your new base rate. (unless new pay scale is higher) • Annual 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, prorated for PT • Level III \$2500, prorated for PT • Level IV \$4000, prorated for PT • Voluntary • 20+ hours or more • First payments made in July 2021. • The clinical ladder is not complete. HPAE and staff RN’s and HMH will work together to complete. Volunteers welcome.
Floating	<ul style="list-style-type: none"> • NO Floating 15 years of seniority as of May 31, 2020 • NO floating prior to 12 months on home unit (except float pool) • Floating districts removed. • Floating to “like units” will conform with similar clinical competencies including, but not limited to, Pediatric specialties, Emergency Services, Tele/Medical Surgical, Psychiatric Services, Maternity, Dialysis, Perioperative Services and Adult Critical Care • \$5/hr float differential • Nurses who float do not take charge or precept. • Order of floating remains
Float pool	<ul style="list-style-type: none"> • \$5/hr differential • Tiers for float pool removed. Specialty areas remain. • One set of requirements for all float nurses • No one loses any money from existing wages. (see wage worksheet for increases)

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Staffing	<ul style="list-style-type: none"> • Protection of staffing language
Per Diem	<ul style="list-style-type: none"> • <u>\$5/hr differential</u> • <u>Minimum 2 hour call out by PD employee.</u> • No call and no charge requirements maintained. • 24 hour requirement per schedule including one WE and one WD shift (No 96 hour minimum) • PD <u>may</u> sign up in Pre-post • 920 cap on PD hours will roll out in January 2021. The Union maintains the right to bargain over the effects after 30 day notice. • Annual holiday requirements: 1 summer and 1 winter, must be met with Major holidays.
Extra Shift/Critical 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.
Agency nurses	<ul style="list-style-type: none"> • Bargaining Unit may only bump non-contracted agency nurses. • All other rights to work time and rules for agency remain including, Agency nurses may not schedule during pre-posting, agency have the same work requirements as BU, agency nurse schedules must be posted, Union must be notified about agency working in facility, and temporary position must be posted prior to bringing in any agency.
OR	<ul style="list-style-type: none"> • Cardiac PTO requests will be considered separate from main OR seniority list
Health and Safety	<ul style="list-style-type: none"> • Guidelines for meeting with employer during a pandemic
Reciprocity between HPAE facilities	<ul style="list-style-type: none"> • 100% seniority when transferring between JSUMC and PMC and SOMC.
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 • 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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