

Join the HPAE Bargaining Team and Contract Action Team at the February 28 Coalition of Rutgers Unions Day of Action

The HPAE bargaining team wants all members to be well informed about the status of the issues prioritized by membership.

Stay connected to your negotiations.

Join the Union's bargaining caucus, upcoming membership meetings, and the February 28 Coalition of Rutgers Unions Day of Action to support winning a contract we can all be proud to enforce



WAGES

Union

6.5% and a step increase for every year of the agreement



Employer

Delay next raise of 0.5% and a step from July 2022 to January 2023
 Following years, step only no across the board raise
 No raise for new hires

JOB SECURITY

Union

Preserve Union jobs and Improve job security for all in the HPAE bargaining units



Employer

Management can subcontract your job, sell your workplace, clinical areas especially vulnerable to layoff by attrition and subcontracting to Barnabas
 30 days notice of layoff
 You might be considered for open positions

ACCESS TO BARGAINING

Union

Our democratic union respects member participation in union life and transparent union negotiations



Employer

Limited access with a complex calendar and process for members to participate

PARKING

Union

Free Parking



Employer

Keep paying more for parking than your coworkers

HEALTH AND SAFETY

Union

In solidarity with the Coalition of Rutgers Unions, we demand safe working environments free from violence and hazards, access to PPE with clear and effective processes to advocate for better facilities, air quality, and protective equipment

Employer



BENEFITS

Union

In solidarity with the Coalition of Rutgers unions, we are prepared to propose creative solutions to overcoming increases in NJ State Health Insurance costs

Employer



REMOTE/TELEWORK

Union

In solidarity with the Coalition of Rutgers Unions, since 2020 we demonstrated our work can, in many cases, be done remotely and look forward to returning to bargaining to present a proposal on continued telework

Employer



CONTINUING ED

IMPROVED TUITION REMISSION AND REIMBURSEMENT

Union

Full tuition remission for all earning less than 125K including retirees.
 Expand tuition remission to part-time employees
 Prof dev ed \$600 tuition per year

Employer



Employer has full power of professional development spending, conference and training opportunities and connecting it to a policy they can change at will

Join the February 28 Day of Action because this Contract Will Not Win Itself!

Lean into 2023 and Push Forward to Victory

Your Bargaining Team Needs Your Power Behind Them!

Join the upcoming Coalition of Rutgers Unions Day of Action Tuesday, February 28

In Newark and locations around New Jersey

Meet at 12pm at the Paul Robeson Student Center

350 Dr. Martin Luther King Jr. Blvd
 Newark NJ 07102

for more info and to be counted in



Additional Highlights

Employer proposals

Attempting to stop notifying members when entering a setting where you have rights to representation and revert to the minimum required by law

Union proposals

Two Additional Holidays and Vacation Accrual Equity for All

Improve State of Emergency language so that you cannot be declared "essential" the minute there is an emergency

Improve Comp Time section so we can accrue comp hour for hour

Include Per Diem status workers in the HPAE bargaining units, affording representation and elevated rights at work. More fair and enforceable process for all

Increase shift differential to \$3.50, increased uniform allowances, new preceptor pay benefit, add additional family relationships to approved bereavement leave section

Term of agreement through June 30, 2026

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