

*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

Stop subcontracting of union work. No reporting to outsourced management. More notice and longer right to recall if affected by a lay off.  
Stop Union Busting

### 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



All members are welcome to witness collective bargaining sessions first hand across from the employer on break time and time off using a process that grants maximum access

### Employer

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

## PARKING

### Union

Free Parking



### Employer

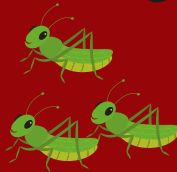
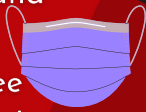
Keep paying more for parking than your coworkers

## HEALTH AND SAFETY

### Union

### Employer

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



## BENEFITS

### Union

### Employer

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



## REMOTE/TELEWORK

### Union

### Employer

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



## CONTINUING ED

### IMPROVED TUITION REMISSION AND REIMBURSEMENT

### Union

### Employer

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 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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