

*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

Stand With Your Bargaining Team for a Strong Contract
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

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

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for more info and to be
counted in



Additional Highlights

Employer proposed concessions

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