

# Negotiations Update

**Hackensack Meridian Health**  
**July 1, 2020**

## HMH and JSUMC nurses reach tentative agreement

Hackensack Meridian Health (HMH) is pleased to announce it reached a tentative agreement on Wednesday with the Health Professionals and Allied Employees Local 5058 (HPAE) on a successor contract for about 1,200 nurses at Jersey Shore University Medical Center.

The bargaining committees for HMH and HPAE Local 5058 worked hard since April to reach an agreement that puts patients first while creating a supportive and safe environment for all team members. The JSUMC local union accepted an agreement similar to the one that was ratified by HPAE Local 5138 at Southern Ocean Medical Center on Friday. The core economic components, such as wages differentials and benefits, are identical.

The JSUMC local union agreed to important changes based on HMH's bargaining priorities, including:

- A market-competitive pay increase that brings nurses to the same wage scale as all other HMH RNs in the region. The new base rate incorporates add-ons for float pool, education and certification in recognition of the experience and dedication of our nurses. Nurses will soon receive their new wage rate from their nurse manager with an explanation regarding its calculation based on each nurse's years of experience survey response.
- A 3 percent across the board pay increase built into the base rate calculations in the first year of the contract following the same process used to calculate compensation for all other HMH RNs in 2020.
- A new annual pro-rated bonus of \$2,500 for national certification and pro-rated bonuses of up to \$4,000 for nurses at the top of the new clinical ladder, which is standard across HMH. The annual bonuses are on top of the new base rate with current differentials included.
- Increased differentials for MSN, preceptor and charge pay to match the pay for all other RNs in the region.
- Guidelines for floating nurses to ensure they work in units where they are competent and have the same clinical skill sets to provide greater flexibility of resources and more opportunities for team members.
- Increasing tuition reimbursement to \$5,250 for full-time nurses and \$2,625 for part timers, which matches the benefits currently provided to all other HMH team members.

We will share more information about the new labor contract for JSUMC nurses after HPAE Local 5058 shares details of the tentative agreement with its members at upcoming member meetings.



Hackensack  
Meridian Health

We are required by law to deal with HPAE on your behalf, and we will continue to do so. We will negotiate only with the union, not with individual team members.

# Negotiations Update

---

## Hackensack Meridian Health

July 1, 2020

We encourage all nurses who are in the bargaining unit to attend HPAE Local 5058's meetings, whether in person or virtually, and participate in the ratification vote.

For more information, visit [hmh2020negotiations.org](http://hmh2020negotiations.org). You also may contact your staff representative for HPAE Local 5058 at JSUMC at (732) 774-9440, ext. 215.



Hackensack  
Meridian Health

We are required by law to deal with HPAE on your behalf, and we will continue to do so. We will negotiate only with the union, not with individual team members.