

Negotiations Update

Hackensack Meridian Health April 28, 2021

The dedication and sacrifice of our healthcare heroes in caring for our communities, and each other, during the COVID-19 pandemic is something that we remember and honor every day.

April 28 was Workers Memorial Day. We joined with others across the nation in recognizing those on the front lines of the pandemic, including all of our team members across Hackensack Meridian Health. We honor and respect their professionalism and commitment during one of the most challenging times in our nation's history. We are committed to their health and safety as we continue to respond to the pandemic. Truly, they are heroes.

We mourn the lives lost in our network and across the nation. The pandemic has exacted a heavy toll – a toll that will never be forgotten. Our thoughts and prayers are with the families who have lost loved ones. We will always remember and honor their sacrifice.

On April 28, Palisades Medical Center and Health Professionals & Allied Employees Local 5030 continued bargaining for contracts that provide affordable and high-quality care for patients along with competitive compensation for team members. HPAE represents about 800 registered nurses, technical and service team members at the Medical Center.

The Medical Center has proposed a floating process that provides flexibility to care for patients while ensuring team members work in areas where they are clinically competent in a fair and consistent manner for all team members.

The Medical Center responded to questions about the proposal from HPAE Local 5030 during bargaining.

The Medical Center's floating proposal includes:

- Floated nursing team members will be assigned patients within their competency
- Newly hired or novice nursing team members will not be floated within the first 6 months of employment
- All nursing team members will participate in the floating process

The Medical Center and HPAE Local 5030 continue to remind registered nurses to complete a survey on experience and certifications.

The survey remains open and must be completed by May 3.

It can be accessed through this link: hackensackmeridiansoundingboard.com/c/r/PMC-Nurses

The information gathered through the survey will be critical to negotiations when the talks move into compensation discussions.



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Most of the responses are incomplete at this time. All registered nurses must complete the survey and attestation at the end. They must complete the survey even if they have previously provided the Medical Center with similar information.

Palisades Medical Center is committed to bargaining in good faith to reach new contracts with HPAE-represented team members. The hospital seeks contracts that provide competitive compensation, comprehensive and affordable benefits and harmonized policies with the Hackensack Meridian Health network to retain and recruit team members and provide high-quality, affordable care for patients.

The next bargaining session is planned for May 5. The contracts expire on May 31, 2021. The parties started bargaining in March. For more information on negotiations: hmnegotiations.org

If you are represented by HPAE Local 5030, please contact your delegate with questions about the contracts.



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.