

# Negotiations Update

## Hackensack Meridian Health May 7, 2021

Palisades Medical Center is disappointed that Health Professionals & Allied Employees Local 5030 decided to hold a strike authorization vote for its membership.

The voting period closed May 7 at 5 pm. We hope all HPAE Local 5030-represented team members were given the opportunity to participate in this important vote conducted by the American Arbitration Association. If you did not have a chance to participate, please contact your HPAE delegate to make sure your voice is heard.

A strike or picket could mean an unnecessary distraction from the ongoing negotiations. A strike also may have a significant financial impact on team members. The Medical Center will not pay striking team members. They should ask HPAE if the union will provide financial support during such activity.

The parties continued to make progress on noneconomic issues during negotiations on May 5-7. **They have reached nearly a dozen tentative agreements since talks started in March.**

Below are frequently asked questions to help team members understand the strike authorization vote.

### Strike Authorization Vote FAQs

**Q1: Does a union strike authorization vote guarantee that a strike will take place?**

**A1:** No. A strike authorization vote does not necessarily mean a strike will occur. However, once union leaders have obtained the authority to call a strike, they can decide if and when to launch a strike without talking to their members again.

**Q2: How will we know if there's going to be a strike?**

**A2:** In health care, a union is required to provide the hospital with a 10-day notice of a picket and a strike. The union may call off the picket or strike at any time for any reason.

**Q3: Will I still be allowed to work if HPAE calls a strike the Medical Center?**

**A3:** Team members who are not represented by a union and team members represented by a union other than HPAE will be expected to work their scheduled shifts. HPAE-represented team members may be permitted to work during a strike. However, according to HPAE's rules and regulations, HPAE members who cross a picket line could be charged by the HPAE, put on trial and disciplined. Union disciplinary action may include fines, suspension, expulsion or more.

Once HPAE serves a Hackensack Meridian Health hospital with a 10-day notice of its intent to strike, HPAE-represented team members will need to decide whether they want to cross the picket line to care for patients or to join HPAE on the picket line.



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While a union is permitted to withdraw a strike notice at any time prior to the strike, delivering a 10-day notice triggers a chain reaction that may be unstoppable once set in motion. We will notify you if HPAE decides to take Palisades team members on strike.

**Q4: Will team members get paid during a strike?**

**A4:** HMH will not pay striking team members and team members will not be permitted to use PTO during the strike. Team members should ask HPAE whether it will provide strike pay and under what conditions.

**Q5: What will happen to our patients if the union takes team members on strike?**

**A5:** We take seriously our responsibility to serve our patients and our communities. Multi-disciplinary teams have developed a comprehensive strike contingency plan to ensure that our patients continue to receive safe, quality care even if your union decides to lead a strike. The Medical Center will remain open, and will hire licensed, experienced temporary replacement team members to care for patients while the union is on strike.

**Q6: How would a strike help to reach agreement on new contracts?**

**A6:** In our view, a strike does nothing to advance labor contract talks and is premature at this point given the status of negotiations.

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 10. The contracts expire on May 31, 2021. The parties started bargaining in March. For more information on negotiations: [hmnegotiations.org](http://hmnegotiations.org)

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

