



KNOW THE FACTS

Palisades Medical Center Negotiations Frequently Asked Questions

Vol. 1

Q1: When did contract negotiations with HPAE begin?

A1: Hackensack Meridian *Health* began contract negotiations with Health Professionals & Allied Employees (HPAE) Local 5030 on March 1 for new contracts for about 800 team members. The first bargaining session was March 9. Bargaining is virtual for now due to the ongoing COVID-19 pandemic.

Q2: When do the existing contracts expire?

A2: HPAE contracts for nurses, technical team members and service team members at Palisades Medical Center expire on May 31, 2021.

Q3: How does the negotiations process work?

A3: Contract negotiations between Hackensack Meridian *Health* and HPAE are governed by federal labor law called the National Labor Relations Act (NLRA). The law requires that employers and unions negotiate in “good faith” to reach agreement. This includes meeting regularly, bringing proposals to the bargaining table, responding to the other party’s proposals and working toward consensus.

The current contracts are the starting point for negotiations. Negotiations are an opportunity to consider changes that address new needs and priorities, and provide flexibility to respond to forces that impact our organization, like new health care policies, regulations and economic conditions.

Q4: Why do we need changes in the contract?

A4: Like many other health care organizations in New Jersey and across the country, we want to improve the process, identify new ways to provide quality patient care and service more efficiently and provide team members with market-competitive pay and benefit offerings they will value.

Q5: How long will negotiations take?

A5: At this point it’s not possible to predict how long negotiations will take. We are committed to bargaining in good faith, with a desire to reach fair successor contracts without any unnecessary disputes or delays.

Q6: How can team members and leaders learn about what’s happening at bargaining?

A6: We will provide regular updates to leaders and team members.

Q7: What topics are being discussed at negotiations?

A7: We will discuss various non-economic and economic topics such as:

- Contracts that focus on patient care
- Efficient staffing that places the right nurse in the right place at the right time
- Rewarding team members for their individual contributions