

Negotiations Update

The Harborage

June 20, 2018: Update 3

Stefanie Aber, Senior Vice President of Post Acute Care for Hackensack Meridian *Health*, talked at negotiations about the certified nursing assistant (CNA) staffing challenges facing The Harborage and other New Jersey care providers. She also shared steps our team is taking to actively address this issue.

Ninety-five percent (95%) of long-term care providers in New Jersey have open CNA positions. Of the estimated 943 total open CNA jobs, 727 are part-time positions and 544 are full-time. It takes, on average, 18 weeks to fill a vacant CNA position.¹ At the Harborage, we currently have 18 open positions, six (6) on each shift.

The Harborage has partnered with Prestige Medical Solutions and is getting ready to offer courses at The Harborage to prepare potential CNAs. Taught by an instructor approved by the New Jersey Department of Health and Senior Services, the course will prepare students to assist with patients' daily living, help provide patients with social and emotional support and report patient conditions to other care givers. Each 120-hour course can include as many as 10 participants, which could help The Harborage fill positions and build a pool of more CNAs to fill future vacancies.

Other steps we're taking to fill CNA vacancies include advertising:

- In *The Star-Ledger* and *The Jersey Journal*
- At stops along NJ Transit bus lines
- In NJ Transit light rail stations (per team members' suggestions)

Additionally, we continue to provide team members with \$500 bonuses for every person whom they refer to The Harborage who is hired. We pay the bonuses in two installments, \$250 at the referred person's six-month anniversary and another \$250 at their one-year anniversary with The Harborage.

We presented HPAE's bargaining committee with five (5) new proposals and three (3) counter-proposals, and we reached two tentative agreements:

Article 2: Union Security and Check-off
Article 11: Filling Vacant Positions

We will meet with HPAE's bargaining committee again soon. We will continue to provide you with regular updates about our progress in negotiations.

¹ Factsheet with data from New Jersey Hospital Association, Leading Age NJ and Health Care Association of NJ.

