The negotiating teams have come to a tentative agreement for ratification the following memorandum for the period commencing January 1, 2019 through December 31, 2020.

**Article 39 Wages**

Effective Sunday, December 30, 2018 any full time or part time (32 hours or more per pay period) professional registered nurse whose hourly rate is below the hiring scale shall receive a 2% increase or the hiring rate for that nurse’s years of experience as set forth on the hiring scale, whichever is greater. Those full time and part time professional registered nurses at or above the hiring scale shall receive a 2% increase.

Effective Sunday, June 30, 2019, any full time or part time (32 hours or more per pay period) professional registered nurse shall receive a 0.5% increase. In addition, the hiring rate for the years of experience set forth in the hiring scale below will increase by 0.5%.

Effective these same dates, per diem professional registered nurses shall receive the same across the board increase.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year 01 Effective December 30, 2018 | |  | Year 01 Effective June 30, 2019 | |
| Years Experience | Hire Rate |  | Years Experience | Hire Rate |
| < 1 | $30.60 |  | < 1 | $30.75 |
| >1 <3 | $31.21 |  | >1 <3 | $31.37 |
| >3 <7 | $33.66 |  | >3 <7 | $33.83 |
| >7 <10 | $34.43 |  | >7 <10 | $34.60 |
| >10 < 13 | $35.80 |  | >10 < 13 | $35.98 |
| >13 <15 | $37.33 |  | >13 <15 | $37.52 |
| >15 | $40.29 |  | >15 | $40.49 |

Effective Sunday, December 29, 2019 any full time or part time (32 hours or more per pay period) professional registered nurse whose hourly rate is below the hiring scale shall receive a 2% increase or the hiring rate for that nurse’s years of experience as set forth on the hiring scale, whichever is greater. Those full time and part time professional registered nurses at or above the hiring scale shall receive a 2% increase.

Effective Sunday, June 28, 2020, any full time or part time (32 hours or more per pay period) professional registered nurse shall receive a 0.5% increase. In addition, the hiring rate for the years of experience set forth in the hiring scale below will increase by 0.5%.

Effective these same dates, per diem professional registered nurses shall receive the same across the board increase.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Year 02 Effective December 29, 2019 | |  | Year 02 Effective June 28,2020 | |
| Years’ Experience | Hire Rate |  | Years’ Experience | Hire Rate |
| < 1 | $31.37 |  | < 1 | $31.52 |
| >1 <3 | $32.00 |  | >1 <3 | $32.16 |
| >3 <7 | $34.50 |  | >3 <7 | $34.68 |
| >7 <10 | $35.29 |  | >7 <10 | $35.47 |
| >10 < 13 | $36.70 |  | >10 < 13 | $36.88 |
| >13 <15 | $38.27 |  | >13 <15 | $38.46 |
| >15 | $41.30 |  | >15 | $41.51 |

Full or part time (32 hours or more per pay period) professional registered nurses hired into and working under the float pool cost center will receive a $2.00 differential effective the first pay in January 2019. If the professional registered nurse transfers to a different department/ cost center they will forfeit this float pool differential effective the date of transfer to the new department/cost center.

**Article 21.2 Education /Tuition Assistance Program**

Modify sentence to read: “The Hospital shall reimburse the employee for tuition up to a maximum of $5,250.00 per calendar year, for studies leading to BSN or higher nursing degree.

**Article 29.6 Section C On Call Pay**

Increase on call pay from $4.50/hour to $4.75/hour effective the first pay in January 2019.

**Article 34 Section 6 Professional Advancement System (PAS)**

Effective January 1, 2020, professional registered nurses hired before June 1, 2014, shall be eligible to submit credit earned before June 1, 2014 toward Clinical Nurse Level III designation providing they are currently at the Clinical Nurse II level.

The burden shall be on the professional registered nurse applying for Clinical Nurse Level III to submit the appropriate documentation to verify any pre June 1, 2014 credit to receive Clinical Nurse III designation. This documentation is subject to RWJUH Somerset’s approval consistent with the PAS application guidelines and approval process. This documentation must be submitted by Saturday, February 29, 2020. Pre- June 1, 2014 credit is not applicable for those renewing their Clinical Nurse III designation.

**Article 36.1 Charge Pay and Preceptor Pay**

Increase charge pay from $1.50/hour to $2.00/hour effective the first pay in January 2019.

Increase preceptor pay from $0.75/hour to $1.00/hour effective the first pay in January 2019.

This memorandum of agreement is agreed to on January 18, 2019 and subject to ratification by both parties.

United Steelworkers Local 9620 Robert Wood Johnson University Hospital Somerset

**Side Letter of Agreement- January 18, 2019**

The parties agree that at the next collaborative practice committee (CPC) meeting following settlement, the CPC will schedule a subcommittee to address issues pertaining to staffing, acuity and workplace violence. The subcommittee will report back to the CPC committee.

The parties agree to the system’s concurrent employment program. Concurrent employees will not be used to replace vacant positions or deplete the bargaining unit.