

**Memorandum of Agreement
between
Robert Wood Johnson University Hospital Somerset (RWJUHS) and USW Local 09620**

October 15, 2018

The undersigned parties are in agreement to the following items related to Article 39 Wages:

1. Registered Nurse (RN) hire rates will be amended from current rate to October 21, 2018 hire rate as follows:

USW Somerset RN Hire Rates		
Current Hire Rate	October 21 2018 Hire Rate	Years' Experience
\$ 27.50	\$30.00	< 1
\$ 28.60	\$30.60	>1 <3
\$ 29.70	\$33.00	>3 <7
\$ 32.00	\$33.75	>7 <10
\$ 33.65	\$35.10	>10 < 13
\$ 35.30	\$36.60	>13 <15
\$ 35.90	\$39.50	>15

2. Full time and part time registered nurses covered by the USW collective bargaining agreement will receive a one-time market adjustment. The adjustment will move their base rate to the October 21, 2018 hire rate. This is based on the RN's experience level as of October 15, 2018.
3. Full time and part time RNs having greater than 16 years of experience will receive a one-time market adjustment of \$0.50/hr to their base rate.
4. In no case will the market adjustment for a full time or part time RN be less than \$0.50/hour to their current base rate.
5. A listing of RNs covered by the USW Local 09620 agreement has been provided to USW Local 09620 leadership which identifies the market adjustment each RN will receive beginning October 21, 2018. This list may be amended to reflect recent hires and separations since the listing was created.

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