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 2.1 Union Security and Dues Check-Off**: The last sentence changed to read, “…beginning of 4th month of employment….” The change is 450 hours to 4th month, requiring the per diems to join the union after 3 months rather than by hours.

**Article 9.2** **(3)** This was modified to reflect the RWJBH current organization chart by deleting “VP or designee” and changed to “Senior Vice President/Vice President or his/her designee” (this change was made to reflect)

**Article 11 Grievance and Arbitration**: Grievance and Arbitration, Step 2 “Senior Vice President or his/her designee” changed to “Senior Vice President/Vice President or his/her designee”

**Article 11.1 Grievance and Arbitration**: This modified the current grievance process to read: “… grievance meetings shall be held within 30 days of filing, unless mutually agreed to. Every effort will be made to address suspensions and terminations sooner.”

**Article 12.2** **Unpaid Leave**: This article was modified to read: “An employee granted such leave shall not be guaranteed employment upon the expiration of the leave”.

**Article 20.2 Floating:** This article will be amended to address “Traveling Nurses” cancellation policy per their contractual agreement: The CBA will be amended to read: “Upon request, the Union will be shown the Agency Agreement which prohibits the cancellation in that instance.”

**Article 21.4** **Education/ Tuition Assistance Program**: New certification course chart giving additional hours

|  |  |  |
| --- | --- | --- |
| **Course** | **Initial** | **Renewal** |
| ENPC/TNCC | 16 hours | 16 hours |
| ONS-ONCC/APHON:  Chemotherapy/Biotherapy | 20 hours | 7 hours |
| ACLS/PALS | 16 hours | 8 hours |
| Stroke Education | 8 hours | 8 hours |
| NRP | 11 hours | 11 hours |
| BLS | 4.5 hours | 4.5 hours |

**Article 21.6** **Education/ Tuition Assistance Program**: This article will be amended to include Stroke education for Per Diem RNs and will read: “… in accordance with 21.4”.

**Article 22.10 Per Diems**: A per diem registered nurse may need to be reassigned or cancelled during a shift to accommodate the schedule hours of a full or part time registered nurse.

**Article 23.1 Acuity and Staffing**: This change was made to clarify cancellation language before the nurse’s shift and will read “… 2 hours before the start of the Registered Nurses shift”

**Article 27.3 Paid Leave**:

1. To reflect the current NJ State Laws, changes were made to include “Foster Child” and to delete “Same Sex Partner”
2. Changes were made to address memorial services outside of the normal grieving period and will read: “A Registered Nurse is eligible to use PTO to attend a memorial service at a later date. Such timely PTO request will not be unreasonably denied.”

**Article 28.8 Paid Time Off (PTO)**: We tentatively agreed to delete “timely notice will be established in accordance with department unit procedure.” This will be replaced with: “Paid Time Off (PTO) request should be submitted at least 60 days before the requested date(s) and a written response will be received within 30 days after the date the PTO request was submitted, stating whether the request is approved or denied.