

Tentative agreement reached on 5/18/2010 between South Jersey Healthcare and HPAE. This Tentative Agreement is preliminary and non-binding, and it is subject to final approval a Collective Bargaining Agreement by both parties.

Tuesday, May 18, 2010

ARTICLE 25 – HOSPITAL STAFFING

25.1. Preamble & Statement of Intent

In order to provide quality patient care, ensure the health and safety of employees, and retain and recruit qualified employees, SJH agrees to provide adequate staffing in all units. SJH and the Union further agree that staffing needs fluctuate over time and that SJH requires the flexibility to respond to these fluctuating needs in a timely fashion. Accordingly, SJH may, in its discretion, adjust staffing as the needs of the patients and the system dictate.

25.2. Staffing Levels

25.2.1. ~~The Hospital~~ SJH shall abide by all staffing guidelines promulgated by the New Jersey Department of Health and Senior Services (NJDOHSS), ~~the Joint Commission for the Accreditation of Acute Hospital Organizations (JCAHO)~~, and any accrediting or licensure agencies to which SJH is legally bound. Furthermore, in the event that staffing levels and ratios are mandated by state and/or federal laws, SJH agrees to abide by such levels and ratios.

25.2.2 SJH shall, in its discretion, consider the professional standards developed by recognized Specialty Nursing Organizations, as well as other health professional organizations, to further define staffing guidelines.

25.2.3. **The parties recognize that nurses should participate in decisions affecting delivery of patient care.** Therefore SJH shall, in its discretion, consider staffing recommendations from the Staffing Committee as well as other committees.


25.2.4. SJH and the Union shall continue to encourage closed staffing models.

25.2.5 **Notice of Staffing matters. – The Staffing committee will develop an on line reporting mechanism for real time notification of staffing matters.**

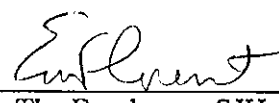
25.3. **Staffing Committee: DELETED – INCORPERATED WITH LABORMANAGMENT ARTICLE 21 (exclude from contract)**

25.3.2 DELETE REPLACE WITH

Employer shall notify the union as soon as practicable before the implementation of any new department and or Unit. The Planned staffing and skill mix for such unit will be discussed during the regular scheduled Staffing Committee meeting.



For The Union - HPAE
Date: 5/18/10



For The Employer : SJH
Date: 5/18/10