

Our bargaining committee recommends a YES vote to ratify the agreement settled on May 31st, 2021 with Englewood Health.

SUMMARY OF TENTATIVE AGREEMENT

- Term of Agreement: June 1st, 2021 – May 31st, 2024
- Wages:
 - June 1st, 2021 – 4.0% increase for all full time, part time & per diem employees
 - Step increase on date of anniversary for FT, PT & Weekend Flex.
 - For RN's above the steps, a \$1300 longevity bonus for FT & Weekend Flex, \$700 for PT
 - PD weekends and holidays, first full pay period after July 1, 2021 - \$53.00/hr.
 - June 1st, 2022 – 2.5% increase for all full time, part- time & per diem employees.
 - Step increase on date of anniversary for FT, PT & Weekend Flex.
 - For RN's above the steps, as \$1400 longevity bonus for FT & Weekend Flex, \$800 for PT
 - PD weekends and holidays, first full pay period after July 1, 2022 - \$54.50/hr.
 - June 1st, 2023 – 2.5% increase for all full time, part-time & per diem employees.
 - Step increase on date of anniversary for FT, PT & Weekend Flex.
 - For RN's above the steps, a \$1500 longevity bonus for FT & Weekend Flex, \$900 for PT
 - PD weekends and holidays, first full pay period after July 1, 2023 - \$56.00/hr.
- Effective first full pay of July 2021, preceptors will now get \$1.50/hr. differential in lieu of education credits.
 - All previously accrued education credits will be available for use through May 31, 2024.
- Education days: FT employees get two education days (at eight hours pay) per year, PT and Weekend Flex employees get 1 day (at eight hours pay).
- Weekend flex employees will now get two paid sick days per year.
- For all employees, the first forty hours of sick time may be used for expanded reasons laid out in the NJ Earned Sick Leave Act (e.g., if your child's school is closed due to snow you may use sick time).
- Procedural area float pool – 1 FT & 1 PT positions to be posted by 7/1/21. Another 1 FT & 1 PT position posted by 12/1/21.
- Other improvements to staffing ratios (see TA on Schedule J).
- Joint Nursing Practice Council – a facilitator shall be brought in to witness and assess the functioning of our JNPC.
- Pandemic response – a new side letter detailing cooperation and information sharing between the Union and Medical Center if/when another pandemic breaks out.
- Vacation grid – minimum 1FTE, every unit, every shift.
- NO GIVEBACKS!