

In the Matter on the Memorandum of Agreement between

Bayonne Medical Center
and
Health Professionals & Allied Employees
AFT/AFL-CIO

**Emergency Department
Staffing Level**

Having conferred and collaborated as required by Appendix K of the Collective Bargaining Agreement, the Health Professionals and Allied Employees (the Union) and Bayonne Medical Center (the Employer) have agreed to the following:

- 1) The Current ED Staffing Grid for Nurses will remain unchanged for the remainder of the term of the Collective Bargaining Agreement.
- 2) As of February 1st, 2023, the following additions shall be applied to Appendix K of the Collective Bargaining Agreement.

“As volumes warrant, an additional ancillary staff member will be assigned to assist the ER Holding Nurse with patients holding in the ED.

Process: The holding Nurse is to notify the Charge Nurse in the Emergency room of the need for additional assistance. If accommodations cannot be made with current staffing in the ED, the Nursing Supervisor will be notified by the Charge Nurse of the need for the adjustment. If additional staff are available, the Nursing Supervisor will request they be assigned to the ED Holding area. EMTs will be utilized before CNAs.”

These modifications constitute the full and complete agreement of the parties concerning the subjects hereof and supersedes all prior agreements, understandings, and representations. It may only be changed by a subsequent agreement signed and ratified by the Employer and the Union.

For The Employer:

For The Union:

Jessica Magnotta

Mary Ramos

2.02.23

Joan Gijman, RN, CCRN

Maria D'Ata

Darcelle Hallenbeck

Christine Camilli

Monette Rivera

2.12.23

