

TENTATIVE AGREEMENT**Between****HMH – JERSEY SHORE UNIVERSITY MEDICAL CENTER****AND****HEALTH PROFESSIONALS AND ALLIED EMPLOYEES,****AFT/AFL-CIO, LOCAL 5058**

This Tentative Agreement includes the Company's final offer containing favorable changes and concessions. It remains open until September 20, 2025 by 11:59 p.m. If it is not accepted by then, without a work stoppage, picketing, handbilling or other concerted activity, any or all provisions will be withdrawn.

The Company and the Union have tentatively agreed to the changes listed below. This Tentative Agreement is subject to corporate approval and ratification by the members of the bargaining unit.











Tentative Agreement includes the following:

JSUMC's Counter to Union Proposal No. 3 (September 15)	Article 3.04. Staffing	X
JSUMC Non-Economic Proposal No. 16 (September 15)	Article 4.09. BU Work Preference	X
JSUMC Non-Economic Proposal No. 28 (September 15)	New Side Letter. ABSN	X
JSUMC Non-Economic Proposal No. 29 (September 16)	Duration	X
JSUMC Economic Proposal No. 1 (September 16)	Article 22. Wages	X
JSUMC Economic Proposal No. 2* (September 16)	Appendix A. Base Wage Scale	X
Union Proposal No. 2 (September 2)	Article 3.02. National Certification	X
Union Proposal No. 10 and JSUMC Proposal No. 4 (August 8)	Article 8.05. Earned Sick Leave	X
Union Proposal No. 11 (July 15)	Article 8.06. Bereavement	X
JSUMC's Counter to Union Proposal No. 12 (September 4)	Article 11.03. Shift Diff and Weekend Diff	X
JSUMC's Counter to Union Proposal No. 13 (September 16)	Article 11.05. On Call	X
Union Proposal No. 15 (July 24)	New Side Letter. Student Loan Program	X

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Union Proposal No. 17 and JSUMC Proposal No. 20 (July 31)	Article 4.09. Cancellation of Extra Shifts
Union Proposal No. 19 and JSUMC Proposal No. 5 (July 15)	Article 10.06. Child Care ✓
Union Proposal No. 20 (July 24)	Article 10.03 (RMT) ✓
Union Proposal No. 21 (September 2)	Article 11.06. Tuition Reimbursement
Union Proposal No. 22 and JSUMC Proposal No. 23 (August 14)	Article 12. Discipline and Discharge ✓
Union Proposal No. 24 (August 14)	New Side Letter. Parking ✓
Union Proposal No. 26 and JSUMC Proposal No. 22 (August 14)	Appendix E. Clinical Ladder Program ✓
Union Proposal No. 27 (July 7)	Side Letter No. 6. Transfers ✓
Union Proposal No. 30 (August 8)	Appendix F. Schedule Calendar ✓
JSUMC's Counter to Union Proposal No. 31 (September 5)	Article 16. Health and Safety ✓
Union Proposal No. 34 (August 8)	New Side Letter. Artificial Intelligence ✓
Union Proposal No. 36 (September 15)	Article 8. Work Breaks and Meal Breaks: ✓
JSUMC's Counter to Union Proposal No. 37 (September 8)	Article 24. Successorship
Union Proposal No. 38 and JSUMC Proposal No. 6 (August 8)	Article 2.07. Union Business ✓
JSUMC's Counter to Union Proposal No. 40 (September 15)	Article 4.04. Per Diem ✓
Union Proposal No. 41 and JSUMC Proposal No. 7 (July 15)	Article 7.06. Compensation for Committees ✓
Union Proposal No. 42 (August 14)	New Article 3.08. Staffing Educators ✓
Union Proposal No. 44 (September 15)	Article 6.03. Work Schedules ✓
Union Proposal No. 47(July 24)	Article 9. Leave of Absence ✓
JSUMC's Counter to Union Proposal No. 50 (September 8)	NEW Article 12.04. Absenteeism and Lateness
JSUMC Non-Economic Proposal No. 1 (September 15)	Article 5.10 and Article 5.11. Transfer to Per Diem Classification ✓
JSUMC Non-Economic Proposal No. 3 (September 8)	Article 7.09. Float Pool Program ✓


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JSUMC Non-Economic Proposal No. 11 (September 5)	Article 3.03. New Positions 
JSUMC Non-Economic Proposal No. 13 (July 14)	Article 3.02. Staff Development 
JSUMC Non-Economic Proposal No. 14 (September 5)	Appendix C. Mentorship Opportunities 
JSUMC Non-Economic Proposal No. 15 (July 14)	Article 10.04. Credit Union 
JSUMC Non-Economic Proposal No. 17 (July 14)	Article 2.01. Recognition 
JSUMC Non-Economic Proposal No. 19 (September 15)	Article 8.03. Holiday Requirement 
JSUMC Non-Economic Proposal No. 18 (July 14)	Article 7.05. Sleep Time 
JSUMC Non-Economic Proposal No. 25 (July 24)	Article 5.10. Posting of Positions and Transfers 
JSUMC Non-Economic Proposal No. 26 (September 5)	Article 3.07. Perioperative Staffing 
JSUMC's Counter to New Side Letter ED Voluntary On Call (September 5)	New Side Letter: ED Voluntary On Call 

*The Clinical Nurse Specialist and Nurse Clinician Base Wage Scale will be modified following final agreement on the Registered Nurse Base Wage Scale.

For HPAE Local 5058

HMH – JSUMC


 By: _____
 9/16/2025
 By: _____


 By: _____
 9/16/25
 By: _____

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JSUMC Counter to Union Proposal No. 3

Article 3.04 Staffing

A. INTRODUCTION

1. Consistent with section 3.06, only bargaining unit members so designated by the Union Chairperson or his/her designee shall be authorized to deal with issues concerning wages, hours and working conditions as defined as mandatory subjects of bargaining within meaning of the National Labor Relations Act.
2. In addition, it is agreed that management will not raise or challenge the non-supervisory status of the nurse in the bargaining unit.
3. Jersey Shore University Medical Center and Health Professionals & Allied Employees Local 5058 agree that in any patient care situation, safe quality care is of utmost importance. Nursing practice within Jersey Shore University Medical Center is Patient Centered, always according the patient the highest respect and acknowledging the individual as an informed, discriminating consumer. Care is competent, effective and collaborative. It respects the patient's values, preferences and needs. In the patient centered model, patient acuity and needs drive budget, hours of patient care per patient day, staffing and skill mix.

B. STAFFING STANDARDS

1. Staffing on units will be determined by patient needs, nurse workload, and census. The workload for Registered Nurses shall be determined by the needs of the patients.

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- 3-2. HPAE and the Medical Center agree that appropriate staffing on all units is important to provide quality patient care, ensure the health and safety of employees, and retain and recruit qualified employees. The Hospital shall maintain the current staffing patterns and staffing guidelines and skill mix on all units.
3. Both HPAE and the Medical Center agree that the Medical Center uses its best efforts at the start of every shift to staff in accordance with the Medical Center's guidelines which includes:
- 1 nurse for every 2 patients in Critical Care (absent unforeseen circumstances but never over the one nurse to three patient requirement mandated by the State)
 - 1 nurse for every 2 patients in Active Labor and Delivery units
 - 1 nurse for every 2 patients in Labor and Delivery units
 - 1 nurse for every 3 -4 couplets in Postpartum units
 - Effective June 1, 2026, 1 nurse for every 3.5-4 patients Step Down units
 - 1 nurse for every 4 patients in Pediatric units
 - 1 nurse for every 5 patients In-Patient Behavioral Health units
 - 1 nurse for every 5.5- patients in Medical/Surgical and Telemetry units
 - Effective September 1, 2026/January 1, 2027/2029, if a nurse is assigned to all telemetry patients, the nurse's assignment will be one nurse for every 4-4.5-patients

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• Emergency Department Guidelines:

- 7am-11am - 15 nurses
- 11am-3pm - 24 nurses
- 3pm-7pm - 26 nurses
- 7pm-11pm - 24/26 nurses
- 11pm-3am - 15/16 nurses
- 3am-7am - 15 nurses

In all other areas, the Hospital shall maintain the current staffing patterns and staffing guidelines and skill mix.

4. Both HPAE and the Medical Center agree that despite best efforts, staffing may be negatively impacted by unforeseen circumstances including but not limited to nurse call-outs, mid-shift departures, and fluctuations in patient census and acuity. When additional staffing needs are identified, prior to the start of shift, the following steps will be considered to assist with staffing:

- a. Float Pool
- b. Posting of overtime
- c. Voluntary on call (calling in individuals who have made themselves available to work)
- d. Use of per diem nurses
- e. Rapid shift recruitment
- f. Shore Care
- g. Agency RNs

5. Non-bargaining unit employees, Agency Staff either day or contracted, may be utilized on units under the following terms and conditions:

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- a. Bargaining unit positions are posted. If hired staff are oriented and there are no open positions posted, Agency Nurses will not be utilized.
- b. Overtime is posted according to the Agreement.
- c. The Employer will notify the Union when Agency staff or non-bargaining unit employees are in use.
- d. Non bargaining unit employees which also includes all Agency staff will be clearly marked on the schedule as "AGENCY" and their time will be posted as available on the overtime list.

Bargaining Unit Employees may bump Non-Contracted Agency staff or any other non-bargaining unit employee with 24 hours' notice.

6. If staffing over a calendar quarter/six-month period/calendar-year substantial period-of-time does not, on average, meet the guidelines and factors set forth in this Article, HPAE and the Hospital agree that the best and exclusive way to address deviations is to work together. First, the Local President and CNO will meet and discuss. If the matter is not resolved, then HPAE and the Hospital agree that the next step to address deviations is to refer the matter to the staffing committee. This Article is not subject to the grievances and arbitration provision of this Agreement. If the staffing committee can't agree, and the issue is still ongoing, the matter may be referred to expedited arbitration. The arbitrator shall decide only whether the staffing guidelines, absent the unforeseen circumstances, including call-outs, were not met on average for the calendar quarter/year. In the event of arbitration rising out of this Article, the sole remedy the Arbitrator would be empowered to award is a direction to return to compliance with the staffing guidelines set forth in this Article.

7. Additional Emergency Department Staffing Committee Guidelines:

The following staffing shall apply:

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1. The ED charge nurse may be required to have a patient care assignment.
2. Triage RN is an assignment to provide triage services throughout the ED, including but not limited to patient rooms and overflow areas. Triage is not an assignment to a specific location (~~internal triage~~). The minimal triage staffing assignments will be provided as follows:

7 am. to 11 am - 2 RNs,
11 am to 1 pm. - 3 RNs
11 pm. to 7 am. — 2 RNs

Triage staffing may be increased and will be dictated by patient needs and census.

3. Pedi ED RN – one (1) triage Pedi RN from 7 am to 11 pm.

Pedi ED triage is an assignment to provide triage services when necessary throughout the Pediatric ED. When triage services are not necessary due to low volume and/or low acuity, the triage RN can and will be utilized throughout the Pediatric ED to provide various patient care services as assigned within the scope of his/her practice.

Triage staffing may be increased and will be dictated by patient needs and census.

- 1. Team members working in emergency services areas may temporarily assist during surge volume and will function within their scope of practice and areas of proficiency. For example, a Pediatric ED, Surge/Overflow IP RN, Trauma RN may be directed to the Main ED Pod B ED Internal Triage to assist in obtaining 'lines and labs'; this RN however would not be requested or required to perform an adult triage, adult patient assessment, or administer medications not routinely administered to our pediatric population (pressors, STEMI/stroke medications, etc).

A. STAFFING PROCEDURES

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~~In addition, in order to ensure that staffing levels are maintained as outlined in this Agreement the Hospital will utilize the following:~~

- ~~• Posting of overtime Section 4.09~~
- ~~• Float pool Sections 6.06 and 7.12~~
- ~~• Critical Shift Bonus Maintain the CSB MOA effective 12/20/2020.~~
- ~~• Weekend Program 24/36 Section 4.06~~

C. ~~Voluntary On Call Section 11.05~~ **CRITERIA FOR PATIENT CARE UNITS**

In addition to any other provision of this Agreement, the following will apply for all Nursing Units:

1. **Management**

Nurse Manager:

Selection Process: The nurse manager will be selected through an interview process with the Chief Nurse Executive, Campus Executives, Physician Leadership, Peers and Staff.

Education: The manager will have a minimum of a Bachelor's Degree in Nursing or related field and hold a national certification in the related clinical area or nursing administration.

Characteristics: Experienced, problem solver, clinically and administratively astute, respected by executive leadership, peers, staff and physicians. The manager will have demonstrated the following competencies related to Nursing Leadership:

- Leading
 - Motivating and Influencing Others
 - Managing Vision and Purpose
- Standards and Accountability

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- Clinical Quality Management and Service Orientation
- Accountability
- Planning and Decision Making
 - Problem Solving and Innovation
 - Initiative
 - Financial Savvy
- Communication
 - Active Listening
 - Clearly articulates message - verbal and written
- Developing People
 - Identify and Recruit Top Talent
 - Developing and Retaining Top Talent
- Building Relationships
 - Showing Support
 - Team Building
- Conflict Prevention and Management

2. Staff Selection Process

1. Peer Interviewing: Utilization of guidelines from Human Resources

3. Professional Growth

1. Clinical Ladder Program:

All full-time and part-time (benefit eligible) RNs may apply to the Clinical Ladder Advancement Program, in accordance with the Clinical Ladder Advancement Guidelines at Appendix F. The Clinical Ladder Advancement program is designed to reward and recognize exemplary professional practices. RNs may apply to the program on a quarterly basis, and such applications will be reviewed monthly from November to March.

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2. National Certification

3. The Hospital shall provide the National Certification reimbursement in accordance with Article 3.02(E) with the HMM's National Certification Nursing Policy, which shall be incorporated by reference into this Agreement. The Hospital will provide 30 calendar days notice of any changes to HMM National Certification Policy prior to implementation and will bargain over the effects.

3.4. Bachelor's Degree:

RNs who are hired into the bargaining unit November 1, 2013 through October 31, 2015 must attain a Bachelor's of Science in Nursing (BSN) degree within five (5) years as condition of employment. RNs who are hired into the bargaining unit on or after November 1, 2015 must attain a Bachelor's of Science in Nursing (BSN) degree within three (3) years as a condition of employment.

However, in the event during that five (5) or three (3) year period an employee cannot meet this deadline due to extenuating life events, the employee may seek a reasonable extension of time from a special Bachelors labor / management committee. In addition, the Employer at its discretion may, extend this time frame to ensure continuous operations.

Nurses who qualify to meet certification eligibility shall register and attempt the exam within one year of eligibility.

4.5. Special Bachelor's Degree Labor-Management Committee:

The Special Bachelor's Degree Labor-Management Committee with equal representation from HPAE Local 5058 and the Hospital shall meet as needed. The purpose of the committee is to review a bargaining unit RN's request to extend the deadline for obtaining his/her BSN. This committee shall approve/deny the request for extension on a case by case basis.

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- 5.6. All job postings (§5.10 A.1) for a staff RN position shall not have a Bachelor's Degree as minimal educational requirement.
- 6.7. There will be no discipline or negative affect or be considered a condition for employment for an employee who fails to obtain a Clinical Ladder level or National Certification

4. Technology Enhancement

1. There will be an adequate number of computers available for the employees.
2. Mobile phones will be supplied to nurses on patient care units as needed.
3. Except in a case of intentional mistreatment, employees shall not be responsible for replacements of lost, stolen or damaged equipment.

~~1. Staffing~~

~~Staffing on units will be determined by the patient needs. The workload for Registered Nurses shall be determined by the needs of the patients. Specialty Organization recommendations for staffing levels shall be considered.~~

~~The Employer recognizes that adequate ancillary assistance, particularly direct patient care provided by Patient Care Technicians ("PCTs") is essential to provide safe, quality patient care. Therefore, priority will be given to maintain PCTs on the unit in a direct care capacity, not including one to one patient care assignments.~~

- ~~1. Non bargaining unit employees, Agency Staff either day or contracted, may be utilized on units under the following terms and conditions:~~

- ~~i. Bargaining unit positions are posted. If hired staff are oriented and there are no open positions posted, Agency Nurses will not be utilized.~~

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- ~~i. Overtime is posted according to the Agreement.~~
- ~~i. The Employer will notify the Union when Agency staff or non-bargaining unit employees are in use.~~
- ~~i. Non-bargaining unit employees which also includes all Agency staff will be clearly marked on the schedule as "AGENCY" and their time will be posted as available on the overtime list.~~
- ~~i. Bargaining Unit Employees may bump Non-Contracted Agency staff or any other non-bargaining unit employee with 24 hours notice.~~

~~A. Patient Safety and Satisfaction:~~

~~Patient safety and satisfaction are recognized goals of both the Hospital and HPAE. It is acknowledged that patient safety and satisfaction are both negatively impacted as the nurse to patient ratio increases. Therefore, when the nurse to patient assignment is known to reach or exceed safe RN workload, upon notification, the employer will consider steps such as the following to reduce the work load on the nurse. These measures shall include, but are not limited to:~~

- ~~• Critical shift bonus for employees who come in to work~~
- ~~• Voluntary on call (calling in individuals who have made themselves available to work)~~
- ~~• Use of per diem nurses~~
- ~~• Calling in/obtaining extra PCTs to assist with patient care~~
- ~~• Utilize the float districts and adjust staff accordingly (see 6.06).~~

D. Staffing Committee

The Union and Hospital agree to maintain a Staffing Committee which will meet at mutually agreed upon times. The Hospital shall schedule conference rooms for a period of one (1) hour for Staffing Committee meetings. The Staffing Committee shall be co-chaired by a

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representative for the Hospital and Union: 1) Hospital co-chair shall be the CNE or nursing leader authorized to make decisions; and 2) the Union co-chair shall be a Union officer or designee. There shall be an equal number of participants selected by the Union and the Hospital. Others may be invited as needed.

Minutes shall be kept and approved and entered into the labor management meeting record before the start of the next meeting. Canceled meetings shall be rescheduled, if requested by either party, within a reasonable period and before the next regularly scheduled meeting. The Staffing Committee shall be charged with reviewing and addressing issues related to staffing, quality and patient satisfaction in order to identify and develop strategies to improve both including but not limited to guidelines for units not covered by 3.04(B).

The Hospital will maintain an electronic "Short Staffing" form accessible to all employees. Short Staffing reports shall serve as a formal mechanism for reporting and tracking real-time staffing action plans to the Union President and designee.

~~1. Review the Patient Activity System for its validity.~~

1. Develop and approve an on-line survey to evaluate Nurses' overall satisfaction results with staffing.

The Hospital shall provide the Staffing Committee with the following patient outcomes, as requested:

- Patient satisfaction with nursing care
- Patient satisfaction with Pain Management
- Monthly Patient Satisfaction Reports survey (HCAHPS) broken down by department or unit
- Nosocomial Infection rate
- Patient Falls
- Nosocomial Pressure Ulcer Rate
- "Short Staffing" Reports
- Readmissions rates
- Turnover and vacancy rates

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- Work related injuries
- Rapid responses
- Other staffing, nursing workload acuity, and patient data related to the committee's discussions

The Union and Hospital agree the Emergency Department staffing meeting shall be part of the regularly scheduled staffing committee meeting. Additional members may participate to speak on specific issue. The agenda shall include reviewing and addressing issues of staffing, staffing patterns and patient care delivery models for the purpose of providing quality patient care in the ED . However if needed the Union or the Employer may schedule additional meetings specific for the ED discussions.

E. Patient and Family Concerns:

Patient complaints and low survey scores shall be investigated collaboratively with the staff involved in order to develop a course of action. When a difficult situation is identified by staff, a prompt collaborative plan will be developed with the manager and staff in order to address the situation. The issue will also be addressed during the Staffing Committee meeting or other times as mutually agreed. The discussions shall be used to assess the root cause of the complaint, implement interventions, and evaluate effectiveness. This may include setting boundaries with the patient and/or patient's family and significant others, as well as adjusting work assignments.

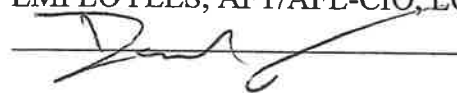
F. Patient Satisfaction Survey / HCAHPS:

The HCAHPS (Hospital Consumer Assessment of Healthcare Providers and Systems) survey or another patient satisfaction surveys or reports shall be used by the staffing committee to develop ways to improve the scores on each unit which may include additional staffing, change in skill mix, or interpersonal skills of the team. The intent of the surveys/feedback is to improve the patient and family experience.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
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Proposed 8/19/2025

Modified 9/02/2025

Modified 9/03/2025

Modified 9/04/2025

Modified 9/05/2025

Modified 9/08/2025

Modified 9/09/2025

Modified 9/12/2025 (12PM)

Modified 9/12/2025 (4PM)

Modified 9/15/2025 (6PM)

Modified 9/15/2025 (11PM)

Modified 9/16/2025

Date: _____

9/16/2025

Date: _____

9/16/25

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JSUMC Non-Economic Proposal #16**Article 4.09 Bargaining Unit Work Preference****B. The HMH Scheduling Program**

HMH will maintain an electronic scheduling program, which the hospital has the right to change to align with the scheduling program utilized across the HMH network. All schedules will be dated upon posting, and will remain posted until the end of the schedule. The Employer shall provide a mechanism for staff to view who bid for extra shifts, the BU seniority dates, and who was granted the shift.

~~Only Bargaining Unit Employees are permitted to sign up via the HMH Scheduling Program for extra or overtime shifts.~~

The schedule period timeline for the duration of this contract is attached as Appendix G.

The Pre-posting and Open Shifts shall be dated upon posting and saved for a period of no less than three months. Upon request, the Union shall receive a hardcopy of all units' extra shift postings. This report shall be referred to as the "Extra Shift Report." In addition, the Union, upon request, shall receive hardcopies of the "Extra Shift Reports" and the final shift approvals up to 3 months prior to request.

Available time will be posted in the HMH Scheduling Program for each nursing unit based upon average daily census and acuity needs at the time the regular work schedule is posted. Bargaining unit employees shall have the right to sign up for said available time via the HMH Scheduling Program.

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Date: 9/16/2025

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Date: 9/16/25

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JSUMC Non-Economic Proposal #28**NEW Side Letter Accelerated Bachelor of Science in Nursing (ABSN) Program**

Both parties acknowledge the Hospital's establishment of an Accelerated Bachelor of Science in Nursing (ABSN) program and agree that eligible employees may participate in accordance with the program's terms and conditions.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Katie Luriani

Date: 9/16/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dal

Date: 9/16/25

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Highlights/Summary ABSN program:

The intention of this program is to help offset the cost of tuition and to encourage more individuals to pursue a career in Nursing.

1. Various accredited schools in New Jersey and Pennsylvania are offering ABSN Programs in order to prepare qualified college graduates who possess the interest and aptitude to aspire to a career as a professional Registered Nurse ("RN"); and
2. Student is a resident of New Jersey or Pennsylvania and has been accepted and enrolled into an ABSN Program; and
3. HMH is offering and Student is accepting a conditional offer of per diem employment with HMH and an employment Bonus in exchange for Student's commitment to commence full-time employment with HMH and remain employed for at least three (3) years after the Student graduates and is licensed in New Jersey as a RN.

a) Per Diem Employment. Student will receive a conditional offer of per diem employment into an ABSN Student job position with HMH and will be required to work for one (1) hour per month at a rate of \$19.00/hour. If already in a primary role, they will be paid at their regular rate of pay. There are no employee benefits with this position. Student will remain in this ABSN Student job position until they become full-time RNs at HMH unless this Agreement is terminated earlier in accordance with the terms of the Agreement.

b) Bonus. HMH shall pay Student an employment bonus in the total gross amount of Thirty-Five Thousand Dollars (\$35,000.00) ("Bonus"). The Bonus will be paid in installments. The first installment of \$15,000.00 will be paid to Student during the first payroll period that falls after thirty (30) days following Student's designated start date as an ABSN Student in the ABSN Bonus Program. The second installment of \$20,000.00 will be paid in the first payroll period following Student's successful completion of ninety (90) calendar days of full-time employment as a New Jersey licensed RN at HMH. Students are not eligible for other retention bonus programs. As outlined in the ABSN agreement, students who do not fulfill the requirements may be responsible for repayment of the bonus.

Individuals may be hired throughout HMH entities.



ABS N BONUS PROGRAM

Accelerated Bachelor of Science
in Nursing Bonus Program

For more information or questions, please contact:

Teri Wurmser, Ph.D., MPH, RN, NEA-BC

Vice President, Nursing Research, Grants and Academic Affairs
Dean, Georgian Court-Hackensack Meridian Health
School of Nursing
Hackensack Meridian Health
732-977-9128
teri.wurmser@hmn.org

To request an application, please contact:

Annie Garby-Weck

Administrative Assistant
Hackensack Meridian Health, Ann May Center for Nursing
ABS N Bonus Program
absnAMC@hmn.org
Annem.garbyweck@hmn.org

Visit

HackensackMeridianHealth.org/en/About-Us/Nursing
to learn more about nursing excellence at
Hackensack Meridian Health.



Hackensack
Meridian Health



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Hackensack Meridian Health has launched the ABSN Bonus Program to provide financial relief for students seeking a rewarding career in nursing.

Through the **Accelerated Bachelor of Science in Nursing (ABSN) Bonus Program**, students can receive up to \$35,000 in loan forgiveness to help pay tuition or loans and alleviate the burden of debt as they advance their nursing education. In return, recipients must pledge to work at Hackensack Meridian Health in acute-care or home-care nursing roles for a minimum three years upon graduation from an accredited ABSN bonus program.

By offering talented nursing students the financial support, training and first-destination career opportunities they need, Hackensack Meridian Health will improve patient outcomes and boldly transform the nursing profession to deliver the highest quality humanistic care.



ABOUT NURSING AT HACKENSACK MERIDIAN HEALTH

- Hackensack Meridian Health is one of the most recognized health care networks in the country for nursing excellence with seven Magnet® designations from the American Nurses Credentialing Center. Our hospitals have received Magnet® designation, the highest national honor for nursing excellence, for more than 20 years. This designation recognizes nursing programs that continually elevate patient care and serve as models of care delivery and collaboration.
- With four academic medical centers, nine community hospitals, a behavioral health hospital, two children's hospitals, two rehabilitation hospitals and hundreds of other patient care locations, the breadth of opportunities within Hackensack Meridian Health means nurses can build a career within a range of settings, disciplines and locations.
- With creativity and innovation, Hackensack Meridian Health nurses serve as a lifeline for patients and their loved ones. They act as surrogate family members and advocates for our patients, address the isolation and loneliness patients can experience and help to keep families connected.
- With competence and an overarching commitment to knowledge-sharing and collaboration, the Hackensack Meridian Health nursing team is on the forefront of research and education, providing new pathways to patient safety, enhanced care and improved outcomes.

JSUMC Non-Economic Proposal #29

Article 25 Duration

Either party may notify the other of its desire to terminate its agreement and renegotiate a new agreement in writing at least ninety (90) days prior to the expiration of this Agreement.

This agreement shall expire 7:00 a.m. on ~~September 3, 2025~~ ~~December 12~~ October 2, 2028. Any agreed upon increase, if any, will be retroactive to June 1, 2028.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058





Date: 9/16/2025

Date: 9/16/25

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JSUMC Economic Proposal No. 2**APPENDIX A – Base Wage Scale**

Upon ratification, in order to determine a RN's new base hourly rate, for RNs employed as of the date of ratification, the Hospital ~~identified~~ compared the RN's current base hourly rate ~~plus \$1,251.75-3.50~~ to the new wage scale below, and applied the greater of the two base hourly rates, which would become the RN's new ~~2022~~ base hourly rate. Any RN hired into a RN role after ratification will be paid according to their years of experience, per the scale below.

The wages set forth below will age each year of the contract in accordance with the merit increase set forth in Article 22.02 minus 1%, by 1.25% in subsequent July/June 2027 and July/2028), to determine a RN's new base hourly rate, for employees eligible for a merit increase that year, the Hospital will increase the RN's base hourly rate by their merit increase, if any. The Hospital will then compare the results from that calculation to the newly aged wage scale, and apply the greater of the two base hourly rates, which would become the RN's base hourly rate.

Years of Experience	RN Base Wage
0	\$42,194.77 <u>44,244.14</u>
1.	\$42,624.23 <u>44,694.60</u>
2.	\$43,054.67 <u>45,146.03</u>
3.	\$43,484.12 <u>45,596.49</u>
4.	\$43,914.57 <u>46,046.97</u>
5.	\$44,345.02 <u>46,497.41</u>
6.	\$44,775.47 <u>46,947.85</u>
7.	\$45,205.92 <u>47,398.29</u>
8.	\$45,636.37 <u>47,848.73</u>
9.	\$46,066.82 <u>48,299.17</u>
10.	\$46,497.27 <u>48,749.61</u>
11.	\$46,927.72 <u>49,200.05</u>
12.	\$47,358.17 <u>49,650.49</u>
13.	\$47,788.62 <u>50,100.93</u>
14.	\$48,219.07 <u>50,551.37</u>
15.	\$48,649.52 <u>51,001.81</u>
16.	\$49,079.97 <u>51,452.25</u>
17.	\$49,510.42 <u>51,902.69</u>

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18.	\$56.0458.1459.6159.82
19.	\$56.1058.2058.7759.97
20.	\$56.2258.4459.9460.12
21.	\$56.4758.5959.8660.26
22.	\$56.6058.7259.2060.41
23.	\$56.7658.8959.3660.57
24.	\$56.9059.0360.5060.72
25.	\$57.0259.1659.6260.86
26.	\$57.1859.3259.8161.02
27.	\$57.3259.4759.0561.18
28.	\$57.4759.6260.1161.33
29.	\$57.6059.7660.2461.47
30.	\$57.7659.9360.4161.63

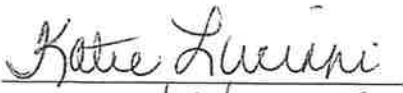
Years of Experience	Nurse-Anesthetist Base Wage
0	\$107.95
1	\$108.95
2	\$110.95
3	\$111.15
4	\$112.23
5	\$113.38
6	\$114.59
7	\$115.66
8	\$116.91
9	\$117.97
10	\$119.15
11	\$120.36
12	\$121.57
13	\$122.78
14	\$123.98
15	\$125.25
16	\$126.49
17	\$127.75
18	\$129.04

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Years of Experience	Nurse Clinician Wage:
16.	\$55.50
17.	\$56.05
18.	\$56.62
19.	\$57.19
20.	\$57.76
21.	\$58.33
22.	\$58.91
23.	\$59.51
24.	\$60.10
25.	\$60.70
26.	\$61.31
27.	\$61.93
28.	\$62.54
29.	\$63.17
30.	\$63.80

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058


Date: 9/16/2025


Date: 9/16/25

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Registered Nurse	Nurse Clinician (Proposed Registered Nurse +12.18%)	Clinical Nurse Specialist (Proposed Nurse Clinician +8.79%)
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Dlt
 9/16/25

JSUMC Economic Proposal #1

22. WAGE SCALE

22.01 New Hire Wage Schedule:

A. Starting Rate of Pay = ~~42,194.77~~ 44,514

~~1. Current RNs, who meet or exceed the merit expectation of valued performer, will not have a base rate that is lower than the scale contained in Appendix A, for their years of experience. However, an RN who does not meet the valued performer rating of 3.0 in every year of the contract, may fall below the wage scale contained in Appendix A.~~

~~2. For RNs who move to five (5) and ten (10) years of experience on the wage scale, the evaluation computation will include the RN's base rate plus their applicable merit increase, if any, for that performance year, plus the corresponding step difference on the wage scale.~~

~~B. The below new wage scale and compensation system is proposed to address the retention needs of the hospitals, while providing wage increases for greater years of experience. New externally hired RNs will be placed on the wage schedule being given recognition for all completed years of domestic nursing experience.~~

~~B-C. When determining years of RN experience, months will be dropped off. Only full years of experience will be counted. If the candidate completed 5 years and 10 months or 5 years and 2 months, the nurse will be credited with 5 years. All Registered Nurses, both new hires and those currently employed at JSUMC, will be placed on the new wage schedule being given recognition for all nursing experience including domestic experience outside of JSHH.~~

~~1. In order to ensure that proper credit and wage adjustments have been made, the employer will have thirty (30) calendar days after ratification of this agreement to send to the union and the employee the years of credited experience (VOE) and the current and adjusted rate of pay for each employee.~~

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~~2. Employees, after having their wage rates adjusted to the new base rate on the wage scale, established on VOD, shall have fifteen (15) calendar days from receiving their new rate of pay to appeal the credited years of experience and/or the wage rate they received, which shall include an attestation form from the employee. An Employee on LOTA shall have fifteen (15) days after their return to appeal.~~

~~C.D.~~ Prior domestic experience (outside HMH) shall be credited with one year of service for each year of outside experience as a registered nurse. as an LPN shall be credited with one year of experience for two years of LPN experience. For LPN experience, rounding ~~should be~~ is applied at the initial calculation. (e.g. – 6 years and 4 months of LPN experience would be credited as 3 years and 2 months of RN experience).

~~D.E.~~ The RN's year of experience will increase by 1 when the nurse receives the next merit increase. Nurses hired after September 30 each year will not be eligible for a merit increase the following year and will not have their years of experience increase. ~~For RNs hired after the date of ratification, months will be dropped off when determining the years of experience of an external hire. Only full years of experience will be counted. If the candidate completed 5 years and 10 months or 5 years and 2 months, the nurse will be credited with 5 years. The Compensation team will add the additional year of experience when the nurse receives the next merit increase.~~

~~E.F.~~ Newly Hired Wage Scale attached Appendix A for:

- Staff RN
- Per Diem RN
- Nurse Clinician
- Clinical Nurse Education Specialist
- ~~• Nurse Anesthetist~~

~~F.G.~~ Educational Differentials:

- RNs with a Master's of Science in Nursing degree shall receive a differential of \$2.50 per hour, in accordance with the HMH

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Educational Pay for Registered Nurses Policy, which is incorporated here by reference. The Hospital will provide 30 calendar days notice prior to any changes to the HMH Educational Pay for Registered Nurses Policy prior to implementation and will bargain over the effects.

~~G. If Nurse Clinician, Clinical Nurse Specialist or In-Service Instructor change to staff positions, they will not be required to wait a year and will assume corresponding Clinical Ladder level providing the other criteria is met. Effective November 1, 2011, RNs who move to positions that requires a Bachelor's degree or Master's degree (for example those positions listed in Article 22.01) are not entitled to the foregoing degree differential. RNs who are in a position that requires a Bachelor's degree or a Master's degree as of November 1, 2011 will continue to get the \$1.50 for a Bachelor's or \$2.00 an hour for a Master's degree only. These RNs are not subject to any future increases to the differentials for as long as they are in the Bachelor's/Masters' required position. An RN receiving the differential for a Master's degree will not be eligible for the bachelor's degree differential.~~

- H. RNs who move into a position that requires a Master's degree are not entitled to the Master's degree education differential.
- I. Any increase in differentials for Bachelors or Masters shall be added to the Nursing Education Wage for the Nurse Clinicians ~~and~~ Clinical Nurse Specialists, In-Service Education and Nurse Anesthetists.
- J. If a Nurse Clinician or Clinical Nurse Specialist change to a staff position, they will not be required to wait a year and will assume corresponding Clinical Advancement Program level providing the other criteria is met.

22.02 Performance Evaluations: The calendar year of January 1st – Dec 31st will be the time period for the performance evaluations. Results of such performance appraisals may be grieved pursuant to Section 13 of this Agreement. ~~However, all employees must~~

~~complete their self-evaluation in accordance with the guidelines before their evaluation can be grieved. Any issue related to a performance evaluation must be grieved individually. In the event the grievance proceeds to arbitration, each performance evaluation shall be grieved and adjudicated on an individual basis and shall not be~~

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9/16/25

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~~combined or consolidated into a class grievance.~~ The results of such performance appraisal may not be revised by an arbitrator unless the hospital's actions are arbitrary and capricious.

1. Current RNs, who meet or exceed the merit expectation of valued performer, will not have a base rate that is lower than the scale contained in Appendix A, for their years of experience. However, an RN who does not meet the valued performer rating of 3.0 in every year of the contract, may fall below the wage scale contained in Appendix A.
2. The RNs years of experience will increase by 1 when the nurse receives the next merit increase. Nurses hired after September 30 each year will not be eligible for a merit increase the following year and will not have their years of experience increase.
3. For RNs who move to five (5) and ten (10) years of experience at the time of merit increase, the RNs base rate will increase by their appropriate merit increase, if any, for that performance year, plus the corresponding step difference on the wage scale.

Employees who were on a leave of absence greater than nine (9) months in the performance year, will not be eligible for a performance evaluation or merit increase the following year.

Eligible full-time and part-time employees hired before October 1st shall receive their merit increase during the pay period closest to ~~July-June~~ 1st of each year, with performance based increases as outlined below, based upon their performance appraisal rating. Eligible full-time and part-time employees hired after September 30, will not receive a performance review for that performance management cycle, and therefore are not eligible for a merit increase. However, such employees will receive a 1% bridge increase, which will be effective at the same time as merit increases for those employees who received a performance review. Employees will not be credited with a year of experience until they receive their merit increase.

Eligible per diem employees hired before ~~July-June~~ 1st in the performance year shall receive their performance evaluation during the pay period closest to ~~July-June~~ 1st of each year, with performance based increases as outlined below, based upon their performance appraisal rating. Eligible per diem employees hired after June 30th will not receive a performance review for that performance management cycle, and therefore are not eligible for a merit increase. However, such per diem employees will receive a 1% bridge increase, which will be effective at

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Proposed 8/14/2025

Modified 9/03/2025

Modified 9/04/2025

Modified 9/12/2025 (12PM)

Modified 9/12/2025 (4PM)

Modified 9/15/2025 (10AM)

Modified 9/15/2025 (6PM)

Modified 9/16/2025

the same time as merit increases for those per diem employees who received a performance review. Employees will not be credited with a year of experience until they receive their merit increase.

Merit Increases

Effective the first pay period closest to July-June 1, 2026, any employee who is a bargaining unit member as of December 31, 2025, will receive a 3.0% across the board hourly wage increase.

Bargaining Unit employees in the performance year, shall receive their performance evaluation during the pay period closest to July-June 1st of each year, with performance-based increases as outlined below, based upon their performance appraisal rating:

<u>July 1, 2023-2026</u>	<u>2.752.00 2.50% Merit Increase</u>
<u>July-June 1, 2024-2027</u>	<u>2.52.00 2.502.001.502.00% Merit Increase</u>
<u>July 1, 2025-2028</u>	<u>2.52.00 2.50% Merit Increase</u>

Raw Score Rating (5 Point Scale)	Percentage Increase First Second and Third Year	Percentage Increase Second and Third Year
0.00-2.49	0.00%	0.00%
2.50-2.99	1.750.751.500.500.75%	1.50%
3.00-3.49	2.01.001.750.751.00%	1.75%
3.50-3.99	2.251.502.001.001.50%	2.0%
4.00-4.49	2.501.752.251.251.75%	2.25%
4.50-5.00	2.752.002.501.502.00%	2.50%

Eligible employees will receive a % increase which will be added to their base rate (as defined in Side Letter 5 of the contract).

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HPAE RN JSUMC

Proposed 8/14/2025

Modified 9/03/2025

Modified 9/04/2025

Modified 9/12/2025 (12PM)

Modified 9/12/2025 (4PM)

Modified 9/15/2025 (10AM)

Modified 9/15/2025 (6PM)

Modified 9/16/2025

As of April 30th of each year, the Hospital shall provide a report to the Union containing the performance Assessment scores of the bargaining unit members. The union shall have ten (10) days from the date of receiving the scores from the hospital to grieve any assessment.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Katie Luciani
Date: 9/16/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dan y
Date: 9/16/25

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JSUMC Counter to Union Proposal #2

Article 3.02 E National Certification

E. National Certification: The Hospital shall provide National Certification reimbursement in accordance with the HMH's National Certification-Nursing Policy, ~~which shall be incorporated by reference into this Agreement~~. The Hospital will provide 30 calendar days' notice of any changes to HMH National Certification Policy prior to implementation and will bargain over the effects. The National Certification shall be paid annually starting December 2021.

For reference, the current policy at the time of ratification is as follows:

Purpose:

This policy is to provide eligible registered nurses guidance in reimbursement for expenses and financial recognition related to attaining and maintaining national nursing certification from an approved nursing organization.

Scope:

All Hackensack Meridian Health (HMH) Acute Care Facilities

The policy applies to all Hackensack Meridian Health team members who are licensed Registered Nurses and such licensure is required by all team members in that job role. This includes: Registered Nurse Non-Acute, and Registered Nurse Float Pool, as well as nursing unit leaders (supervisors, managers, assistant managers, administrators, and directors).

Policy:

National Certification enables nurses to demonstrate the expertise and validate their knowledge in a nursing specialty. National Certification promotes improved patient outcomes and increases nursing satisfaction. It is the policy of HMH to advocate for National Certification by providing financial reimbursement and recognition for attaining and maintaining National Certification.

Eligibility:

To be eligible for financial reimbursement and continued financial recognition the Registered Nurse must meet the following criteria:

- Must be a full-time or part-time benefit eligible team member in MyWay with standard hours of at least 20 hours a week as of THE END OF PAY PERIOD 23 WHICH TYPICALLY FALLS ON OR AROUND NOVEMBER 10TH. Per diem registered nurses are not eligible. Status in MyWay or payroll is defined as budgeted standard hours and not actual hours worked.
- Eligible job codes must require an RN license from all team members in the job code.

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- Team member must be in an eligible job role AS OF THE END OF PAY PERIOD 23 WHICH TYPICALLY FALLS ON OR AROUND NOVEMBER 10TH.
- Certification must be on the American Nurses Credentialing Center (ANCC) approved list of certifications (see link below-This list is subject to change by the ANCC.)
- Must be Director level and below

Procedure:

Reimbursement for valid certification exam or renewal fees:

In order to receive financial compensation for National Certification, the Registered Nurse must take an exam and maintain the certification listed on the American Nurses Credentialing Center (ANCC) approved list (see link below).This list is subject to change by the ANCC.

Exam and renewal fee reimbursement will be for up to TWO qualifying certifications.

Once exam has been paid for in full, proof of payment must be submitted for expense reimbursement through My Way People Soft. Once all appropriate documentation is received, Reimbursement will be processed within the next two pay cycles.

Exam and Renewal fees MUST be applicable to the nurse's area of current practice.

Reimbursement for the second certification MUST be signed off /approved at the Director level at the campus of employment.

Note: In cases when the team member does not pass the examination, the team member may request permission at that time to be reimbursed for retaking the exam. Permission is granted after discussion with nursing leadership and nursing education. If permission is obtained, it is with the understanding that the nurse will register for the next certification exam and discuss and develop a study/preparation plan with Nursing Education. The team member must meet the obligations of the agreed upon plan.

Annual Incentive Compensation

The certification bonus will be paid for ONE certification only.

To obtain annual financial compensation proof of passage of the certification exam must be current and reflected in My Way People Soft BY THE END OF PAY PERIOD 23 WHICH TYPICALLY FALLS ON OR AROUND NOVEMBER 10TH.

The annual bonus is paid each December.

Team Members will have 30 days from the date of payment to allow for any certification corrections and appeals. Appeals greater than 30 days past the payment date will not be considered for current year payment.

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Eligible nurses will receive \$2,500.00 as an annual certification bonus prorated for part timers based upon standard hours in MyWay. Standard hours refers to budgeted standard hours in MyWay and not actual hours worked. The \$2,500 annually is the maximum you can receive whether you have one certification or many.

Maintenance of First Certification

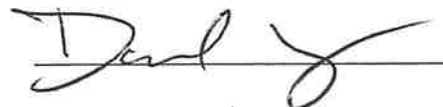
- A. Certification must be maintained to continue to receive annual financial compensation.
- B. Certification must continue to be on the American Nurses Credentialing Center (ANCC) approved list of certifications at the time of payment.
- C. Timely renewal of Certification is the responsibility of each Nurse, and must be obtained according to the rules of the nursing organization which issued the certification.
- D. Proof of valid certification must be reflected in My Way People Soft BY THE END OF PAY PERIOD 23 WHICH TYPICALLY FALLS ON OR AROUND NOVEMBER 10TH. Team Members are responsible for allowing enough time to ensure certifications are reflected in MyWay by the deadline, which could take up to three pay periods to process.
- E. Employees who opt for recertification by examination can submit for reimbursement of the examination fees. The same process as outlined above is to be followed. Employees opting for renewal through submission of continuing education credits will be reimbursed for the renewal fee
- A-F. If a certified nurse transfers to another clinical department, the previously held valid certification will be honored until the nurse is eligible for the new departments applicable certification.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER



Date: 9/2/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058



Date: 9/2/25

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JSUMC Counter to Union Proposal #21

11.06 Tuition Reimbursement:

11.06 Employees shall be entitled to tuition reimbursement in accordance with the Hospital's Tuition Assistance Policy ~~which shall be incorporated by reference into this Agreement~~. The Hospital will provide at least sixty (60) calendar days' notice of any substantial changes to the Tuition Reimbursement Policy prior to implementation and will negotiate over the effects. Reimbursement will be paid promptly regardless of a member's LOA status.

For reference, the Tuition Assistance Policy at the time of ratification is as follow:

- ~~1. Full-time and Part-time benefit-eligible up to 100 % reimbursement for each course to a maximum of \$5,250.00 per calendar year as defined by policy.~~
- ~~2. Part-time benefit-eligible up to 100% reimbursement for each course, up to a total maximum of \$2,625.00 per calendar year as defined by policy.~~

~~Courses must be job (nursing) related or prepare an employee for promotional opportunity as specified by the Hospital. Employees engaged in courses of study which are neither job related nor prepare for a promotional opportunity as specified by the Hospital as of the date of this agreement may continue such studies.~~

Purpose:

Hackensack Meridian Health offers tuition assistance to eligible team members who seek to pursue education that supports the current business needs and future objectives of the company. Although attainment of educational goals often leads to improved performance and new career opportunities, participation in this program does not guarantee a specific career result such as a promotion or salary increase. Hackensack Meridian Health reserves the right to terminate or amend this Tuition Assistance Policy at its sole discretion.

Scope:

Team members must meet the following criteria at the time of application creation and submission:

- Must be a team member
- Team member must be in an active status or eligible leave status in order to receive reimbursement
- Team members are eligible to apply for courses that begin after completing 90 days of continuous employment
- Team member must be in a regular full-time or part-time benefits-eligible position working more than 20 hours per week

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Policy:

All educational programs must be related to the team member's current job or an established career path within Hackensack Meridian Health.

Eligible expenses for degree and certificate programs include tuition only. Eligible expenses for certifications include prep-courses and exam fees. Prep courses will only be reimbursed upon successfully passing the exam for the certification. Team members are responsible for all ineligible expenses including, but not limited to: books, all fees, meals, lodging, transportation, and all tools or supplies.

Eligible expenses will be covered up to the annual benefit amount for the calendar year in which the course ends. Payment amounts are based on the Team Member's FT/PT status at the time of payment processing. Reimbursements will be processed via company payroll.

<u>Education Program</u>	<u>Eligibility Criteria</u>	<u>Annual Part-Time Benefit Amount</u>	<u>Annual Full-Time Benefit Amount</u>
<u>Select Associate's Degree</u> <u>Bachelor's Degree</u>	<u>Includes all courses taken as part of an approved degree program, as well as prior learning assessments and tests used to document knowledge for the purpose of granting credit toward an approved degree (e.g - CLEP, ACE, DANTES).</u>	<u>\$2,625</u>	<u>\$5,250</u>
<u>Master's Degree</u> <u>Select Doctorate Degree's</u>	<u>Includes all graduate level coursework taken as part of an approved graduate degree.</u>	<u>\$2,625</u>	<u>\$5,250</u>
<u>Certification</u>	<u>Includes all courses required to complete an approved Certificate program. Courses must have a measurable completion requirement. (e.g. grades and/or certificate of completion).</u>	<u>\$2,625</u>	<u>\$5,250</u>
<u>Certifications/Designations</u>	<u>Includes prep courses and exams required to achieve an approved Certification/Designation. Only select Certifications will be eligible. Check FAQ</u>	<u>\$2,625</u>	<u>\$5,250</u>

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	<u>document for which</u> <u>Certifications are covered.</u>		
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Educational programs not covered include, but are not limited to:

- Doctorate programs outside of Nursing , Physical, Occupational Therapy or Pharmacy
- Any individual course not part of a degree program
- Individual courses for sports, recreation, or hobbies, unless part of a degree program
- Continuing Education courses (CEUs) unless the end result is a Certificate or Certification
- Seminars, conferences, and workshops

APPROVABLE EDUCATION PROVIDERS

All courses related to a degree program must be provided by an institution holding Regional or National accreditation.

Certifications/Designations must be provided by a professional association, certifying body or institution authorized to award the industry accepted certification/designation.

COURSE COMPLETION REQUIREMENTS

All courses related to an undergraduate degree must be completed with a minimum grade equivalent of C or better (grades of C- are ineligible). All courses related to a graduate degree must be completed with a minimum grade equivalent of B- or better. Courses that are based on a pass/fail grading system must be completed with a passing grade. Courses in which a team member receives an incomplete, withdrawal, or equivalent grade are ineligible.

Certificates include all courses required to complete an approved Certificate program. Courses must have a measurable completion requirement (e.g. grades or a certificate of completion/attendance/participation).

Certification/Designation exams must be passed at a level eligible to earn the industry accepted certification/ designation. Prep courses will only be reimbursed upon successfully passing the exam for the certification.

EDUCATION COACHING

Bright Horizons EdAssist Solutions offers Education Coaches who are available to discuss program and school considerations, and assist with finding career relevant educational options. Team members are strongly encouraged to reach out to an Education Coach prior to submitting their first application for a new educational program. To schedule an advising appointment, please call 855-222-6879 or use the self-scheduler option available under "Education Coaching" on the Bright Horizons EdAssist Solutions website.

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APPLICATION SUBMISSION AND APPROVAL

To be eligible to receive education assistance, a team member must submit a reimbursement application for each quarter, semester or academic term. Applications must be submitted prior to the course start date. Applications will not be accepted after the course start date. Applications will be reviewed for policy compliance by the program administrator before forwarding the application to the Team Member's immediate leader for final approval.

LOGIN PROCEDURE

Navigate to: clients.bright Horizons.com/hackensackmeridianhealth

First time participants must register and enter the following Employer ID: OneHMH and Password: Benefits4You

PAYMENT OPTIONS

REIMBURSEMENT PROCESS

Upon application approval, the team member is responsible to make all required payments directly to his/her school and will be reimbursed for eligible expenses upon successful course completion. The team member is responsible for submitting proof of successful course completion (grades) and an itemized invoice of tuition and fees (proof of payment) within 60 days after course completion in order to receive reimbursement.

DEFERRED PAYMENT ARRANGEMENTS

Hackensack Meridian Health team members can enter into deferred payment agreements with their respective school at their discretion. The team member is solely responsible for any deferred payment agreement with their respective school(s).

OTHER SOURCES OF FINANCIAL ASSISTANCE

Team members receiving educational grants, scholarships, military benefits or other discounts must disclose all such financial assistance and provide documentation of how the funds were applied. Funds received from such sources will be deducted first from any expenses not covered under the program. Any remaining funds received will be deducted from eligible tuition and fees. Financial Aid received in the form of student loans will not be deducted.

TAX IMPLICATIONS

In compliance with IRS regulations (section 127), employer provided educational assistance is exempt from taxation up to a maximum of \$5,250.00 per calendar year. Taxes will be assessed if, at the time of payment processing, the total amount of tuition assistance paid in the calendar year exceeds \$5,250. Please consult with your tax advisor for additional information.

POLICY ADDENDUM: CRITICAL ROLES PROGRAM

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~~The Hackensack Meridian Health Critical Roles Program is designed to encourage team members to pursue education in areas that are considered to be a critical business need. Areas of critical need may be added or removed from the program at the discretion of Hackensack Meridian Health.~~

~~When not specifically stated below, the Critical Roles Program will conform to the general guidelines of the Tuition Assistance Policy.~~

~~TEAM MEMBER ELIGIBILITY~~

~~Team members must meet the following criteria at the time of application creation and submission:~~

- ~~• Must be a team member.~~
- ~~• Team member must be in an active status or eligible leave status to receive reimbursement.~~
- ~~• Team members are eligible to apply for courses immediately upon hire.~~
- ~~• Team member must be in a regular full-time, part-time, or per diem position. • Must be a team member.~~
- ~~• Team member must be in an active status or eligible leave status to receive reimbursement.~~
- ~~• Team members are eligible to apply for courses immediately upon hire.~~
- ~~• Team member must be in a regular full-time, part-time, or per diem position.~~

~~ELIGIBLE PROGRAMS AND BENEFIT AMOUNTS~~

Education Program	Eligibility Criteria	Per-Diem Benefit Amount	Annual Part-Time Benefit Amount	Annual Full-Time Benefit Amount
Select Degree Programs; Certification/Licensures & Certificate Programs	Includes High Workforce Needs Majors only including the cost of fees related to the program completion.	\$5,250	\$5,250	\$5,250

~~APPLICATION SUBMISSION AND APPROVAL~~

~~To be eligible to receive education assistance, a team member must submit a reimbursement application for each quarter, semester or academic term. Applications will not be accepted more than one year after the course end date. Applications will be reviewed for policy compliance by~~

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the program administrator before forwarding the application to the Team Member's immediate leader for final approval.

REIMBURSEMENT OPTIONS AND COURSE COMPLETION REQUIREMENTS

Team members are responsible for making all required payments directly to their school. Reimbursement Requests may be submitted up to one year after the course end date. Eligible expenses will be covered up to the annual benefit amount for the calendar year in which the course ends and will be reimbursed via company payroll.

Immediate Reimbursement

Upon application approval, a team member may request immediate reimbursement for approved courses by submitting an itemized invoice with proof of payment for all tuition and fees to EdAssist by the course end date. Team members who receive immediate reimbursement are responsible for submitting proof of successful course completion (grades) to close out their application after the course end date. The team member will be restricted to Traditional Reimbursement until all course grades for previously paid applications are received. If a passing grade of D- or better is not achieved for each paid course, the participant will be restricted to Traditional Reimbursement for a period of 6 months after the course end date.

Traditional Reimbursement

Upon application approval, a team member may request reimbursement for approved courses that have been successfully completed by submitting proof of successful course completion (grades) and an itemized invoice with proof of payment for all tuition and fees to EdAssist.

WORK COMMITMENT

A team member who participates in the High Workforce Needs Program and voluntarily terminates employment or is

terminated for cause will be required to repay Hackensack Meridian according to the following schedule:

- If a team member terminates within 1 year of receiving education assistance they will be required to repay 100% of program reimbursements received.
- If a team member terminates with 2 years of receiving education assistance they will be required to repay 50% of program reimbursements received.

Team members are exempt from the work commitment if their employment is involuntarily terminated for reasons other than cause or performance.

HMMH expressly reserves the right, in its sole and absolute discretion, to change, modify or delete the provisions of this policy in whole or in part, at any time or for any reason without notice. The employment terms set out in this policy work in conjunction with, and do not replace, amend, or

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Proposed 8/21/2025
Modified 9/02/2025

~~supplement any terms or conditions of employment stated in any applicable collective bargaining agreement. Wherever employment terms in this policy differ from the terms expressed in the applicable collective bargaining agreement, team members should refer to the specific terms of the collective bargaining agreement, which will control.~~

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Katie Luciani

Date: 9/2/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Daly

Date: 9/2/25

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JSUMC Non-Economic Proposal #4**Article 8.05 Earned Sick Leave****D. Drawing from the ESL Bank**

Time off from the ESL Bank can be either scheduled or unscheduled. Reasons for use of ESL will be in accordance with the ESL Policy.

Non-exempt employees may use time from their ESL bank in hourly increments. Exempt employees may only use their ESL bank in hourly increments when on an intermittent leave of absence; otherwise, they must use time from their ESL bank in full day increments.

For employees who are also eligible for PTO, the first three (3) consecutive days of a scheduled or unscheduled absence due to reasons described above are generally deducted from the employee's PTO Bank (exceptions are outlined below). If the employee does not have accrued PTO but has "Yet to be Earned" PTO hours, the employee will be paid from the "Yet to be Earned" PTO bank and go into negative balance (see PTO policy). The fourth day of absence, and any subsequent consecutive scheduled days of absence will be drawn from the employee's ESL bank. Exceptions that allow immediate access to ESL banks from 1st day out are:

- Inpatient hospital stay;
- Urgent care or emergency room hospital visit;
- Same day surgery (including post-operative recovery time)
- Procedures under conscious sedation (i.e. colonoscopy, etc.);
- Workers' compensation;
- Temporary disability; and
- Absences required for special treatment of chronic illness such as dialysis for renal disease and chemotherapy for cancer.

If an employee exhausts the time in his/her regular accrued ESL bank and has a Frozen ESL, the employee may utilize available time in that bank.

If the PTO Bank is depleted, the first three (3) days of absence due to reasons described above will be drawn from the ESL and then the Frozen ESL.

For employees who are not eligible for PTO but are eligible for ESL, all absence due to reasons described above, will be deducted from the employee's ESL. If the ESL bank is exhausted, the time will be unpaid.

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JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Katie Luciani

Date: 8/8/2025

Dan Y

Date: 8/8/25

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HPAE LOCAL 5058 MODIFIED PROPOSAL TO HACKENSACK MERIDIAN HEALTH
ARTICLE 8.06 BEREAVEMENT LEAVE

Union #11 Article 8.06 Bereavement

8.06 Bereavement Leave: Permanent employees shall be entitled to a maximum of three (3) working days off with pay ~~within one year~~ from and including the day of death up to and including the day after services of an employee's: **spouse, mother, father, child, sister, brother, grandparent, grandchild, parent of child, mother-in-law, father-in-law, son-in-law, daughter-in-law, sister-in-law, brother-in-law, stepmother, stepfather, step-son, step-daughter, domestic partner, civil union partner, and guardian. The definition of child also includes loss of pregnancy at any stage.** Employees who normally work a ten (10) or twelve (12) hour shift will be paid for ten (10) or twelve (12) hour days off respectively.

The Hospital will permit an employee the use of two (2) earned PTO days to extend a bereavement leave upon request and approval of management. Such PTO days must be earned days, or the employee may take an unpaid leave of absence if necessary to extend a bereavement leave at the discretion of the Hospital as to length of time.

K. Luciani
7/15/2025

Dul J
7/15/28

JSUMC Counter to Union Proposal #12**Article 11. Shift Differential and Weekend Shift Differential**

11.03 Shift Differential: The Hospital shall pay additional compensation to employees who are assigned to work the evening and night shift as follows:

Shift Differential

<u>Effective Date</u>	<u>Weekday Evening</u>	<u>Weekday Night</u>
(30) days after ratification of this Agreement	\$3.50 \$4.00	\$5.50 \$6.00
January 1, 2026	\$4.00	\$6.00

~~Three (\$3.00) dollars per hour.~~ Evening Shift Differential shall be paid for the entire shift when 50% or more of hours worked are after 3:00 P.M.

~~Five (\$5.00) dollars per hour.~~ Night Shift Differential shall be paid for the entire shift when 50% or more of hours worked are after 11:00 P.M.

Employees will be considered 2nd and 3rd shift employees as long as 50% of their regularly scheduled hours are worked in the 2nd or 3rd shift.

For an employee who permanently receives a shift differential, such differential is considered part of the employee's regular pay and shall be included in payment for all paid leave as well as in the calculation of premium compensation rate.

11.04 Weekend Shift Differential: The Hospital shall pay the following hourly differential for the following shifts worked from 12:00 a.m. Saturday through 11:59 p.m. Sunday:

<u>Effective Date</u>	<u>Weekend Day</u> <u>(7:00 a.m.</u> <u>through 3:00</u> <u>p.m.)</u>	<u>Weekend Evening</u> <u>(3:00 p.m. through</u> <u>11:00 p.m.)</u>	<u>Weekend Night</u> <u>(11:00 p.m.</u> <u>through 7:00</u> <u>a.m.)</u>
(30) days after ratification of this Agreement	\$2.00 \$4.00	\$5.50 \$8.00	\$7.50 \$10.00
January 1, 2026	\$4.00	\$8.00	\$10.00

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Katie Lurani

Date: 9/5/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dad

Date: 9/5/25

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JSUMC Counter to Union Proposal #13

11.05 Mandatory On-Call:

- A. Full-time, part-time benefit-eligible and part-time non-benefit-eligible employees shall be required to be on-call in units and at times as per past practice or as new needs are defined by the Hospital. An employee required to be on-call shall be compensated in accordance with Hospital's on call policy which shall be incorporated by reference into this Agreement.
- B. Employees who call out of mandatory on-call will be required to secure their own coverage. Three (3) or more call out of mandatory on-call without secured coverage within a sliding twelve (12) month period may be subject to the disciplinary process.

In the event that an ongoing surgical and procedural case needs to be completed beyond the scheduled shift, the on-call team will be called in first (at least 30 minutes prior to the end of the shift). At that time, the on-call team may ask the nurse participating in the case if she/he would volunteer to stay and finish the case. If they volunteer to stay, they will be paid as usual. If the nurse in the case does not volunteer, then the scheduled on-call team will be notified to come in. Staff members who are on the hospital premises upon the start of their "on-call" duty shall be paid on call as per Section 11.05 for time worked.

D. Per Diems

- a) Per diems holding positions designated in departments which are closed on the weekends and have call requirements, will be required to work two (2) call shifts per quarter on a weekend. Such time will count as a shift worked towards their requirement.
- b) Per Diems shall be given a onetime option to meet their weekend requirement by choosing to enter the call rotation system designated by the department or by submitting a quarterly list of six (6) available weekend dates for On-call assignments by the first day of the month preceding the quarter.

E. The on-call per hour rates of pay shall be ~~as follows: four (\$4) dollars / hr.~~

- a) ~~Effective as of the date of~~ Thirty (30) days after ratification of this Agreement, ten (\$10.00) per hour, for the following units: units that have mandatory on-call, Main OR, Cath Lab, Prep and Recovery, Endo, PACU, IR, NICU, and In-Patient Dialysis.
- b) ~~Effective as of the date of~~ Thirty (30) days after ratification of this Agreement, six (\$6.00) per hour for all eligible team members while scheduled to be on unrestricted

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on-call ("On-Call Pay"). The rate will apply to the entire call shift, regardless of if they are called upon to work.

Compensation for time worked while on-call is detailed in the callback section of this Article will be paid in accordance with HMH on-call policies.

On call on a holiday shall be paid at time and one-half the on call rate

Emergency under Article III of the Policy shall not apply to call-ins because of absences of normally scheduled employees but refers to disaster situations such as numerous victims brought in as a result of a bus accident. Employees in the O.R. not on call who are called in to handle overflow work are paid in accordance with this emergency policy.

Parking: ~~Six (6) p~~Parking spaces shall be made available to on-call employees based on demand reserved near an area that is well lit close to a twenty four (24) hour employee entrance. On-call employees will be provided with individually numbered on-call placard and are required to display placard on rear view mirror when parking in the designated on-call parking spaces.

Each unit shall have clearly defined on-call guidelines, approved by the union and the employer, for both mandatory and VOC. A copy of such guidelines shall be forwarded to the Union and posted on the Unit. The template for on-call will be incorporated by reference.

Mandatory on-call, shall be equally divided among all staff. In situations where on-call time is unequal due to the ratio of staff and coverage needs, the unequal time shall be rotated in order of reverse seniority as above. Holiday call will be rotated and equally distributed. Thanksgiving, Christmas and New Year's shall be rotated as in section 8.03.

Employees working in departments that are closed on weekends and holidays shall have on-call assigned on a rotational basis. In the event the department observes a weekend holiday on the corresponding Monday or Friday, the following language shall apply:

Staff previously assigned the regular weekend day will be scheduled twenty four (24) hours of on-call on the Friday preceding a Saturday holiday or Monday following a Sunday holiday (for example, Pat's 24 hour regular Saturday falls on Christmas day. Fred's assigned holiday is Christmas. Pat's responsibility moves to Friday, December 24th because her unit is closed, observing the holiday on a Friday).

Each unit shall have clearly defined on-call guidelines. On-call shall be equally divided among all staff. In situations where on-call time is unequal due to the ratio of staff and coverage needs, the unequal time shall be rotated as above. Holiday call will be rotated and equally distributed. Thanksgiving, Christmas and New Year's shall be rotated as in Section 8.03

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Voluntary on-call

The Employer may implement a voluntary on-call (VOC) in any unit. This voluntary call will be used during periods of high census or increase acuity which will include unscheduled PTO and not intended to replace regular staffing procedures § 3.04. VOC will be paid in accordance with Article 11.05(E). The next unposted schedule after ratification, VOC will be open four (4) weeks prior to the start of the schedule and will remain open until for two (2) weeks twenty-four (24) hours before the start of the next schedule.

1. Employees on VOC are paid according to this section.
2. No Employee will be pulled from units utilizing VOC.
3. Employee who choose not to take voluntary on-call will not have it count against them in their evaluation.
4. Employees on VOC will have at least 60 min to respond to arrive at the hospital, however units may develop longer arrival times.
5. VOC will not used in place of the regular posting process in the contract for OT / extra shifts.
6. Employees on VOC will not be used on units where there is a lay-off or reduction of hours
7. An employee who signs up to be on VOC will be obligated to come to work if called.
8. Cancellation of VOC requires twenty-four (24) hours' notice as per cancellation of overtime policy unless employees secure their own coverage. Three or more cancellation of on-call in a 12-month period is subject to the discipline as per policy.
9. A list for VOC will be separate from any mandatory call.
10. If an employee has his/ her overtime or scheduled extra shift cancelled as per contract then the employee will be given the option to be placed on VOC and will have preference to be called in if the need arises seniority notwithstanding.
11. Per Diem employees may sign up for VOC however, such time shall not count towards their required work.

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12. Agency Nurses (day or contracted) will not be permitted to sign up for this program.

13. ~~No RN shall be scheduled including on-call hours, to work more than~~
Voluntary on-call shall not exceed sixteen (16) consecutive hours.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Kate Luinetti

Date: 9/16/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dal

Date: 9/16/25

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Union #15 New Article 11.07 - Student Loan Repayment Program

Full time employees are eligible to receive a \$300 monthly contribution (maximum amount of \$3,600 per calendar year) and part time employees are eligible to receive a \$150 monthly contribution (maximum amount of \$1,800 per calendar year) paid directly to their associate or bachelor's degree loan provider. Employees are eligible for loan repayment after ninety (90) days of employment.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Katie Luciani

Dal y

Date: 7/24/2025

Date: 7/24/25

JSUMC Non-Economic Proposal #20

Article 4.09 Cancellation of Extra Shifts by Employee

D. Hospital cancellation of scheduled extra shifts for all bargaining unit employees (including all shifts for per diems) shall be notification of a minimum of one and a half (1 1/2) hours in advance of the scheduled shift or payment to said employee for the full shift. The Employer will attempt to leave a message of cancellation for employees not at home.

Employees are responsible to check messages for cancellation of their shift or call the unit if away from home prior to the start of their shift. It's the employees' responsibility to make reasonable efforts for insuring that current contact information (i.e., phone number) is up-to-date with the Employer.

A full shift is a shift of any length that is regularly posted for the department in the HMH scheduling program. In the event that a full shift is needed, and a team member signs up for a partial shift, management shall have the right to cancel the partial shift. However, if a full shift is posted and two or more team members sign up to fill the full shift, it will be treated as a full shift for the purpose of determining the order of cancellation. The seniority of the most senior nurse who is sharing the shift will be determinative.

Cancellation on the particular unit will be in the following order:

1. PTO request previously denied shall be offered and may be taken upon mutual agreement.

2. All non-bargaining unit employees, including Non-contracted Agency and all extra shifts for contracted agency nurses;

3. Manually recruited shifts in order of reverse seniority;

4. Open Shifts in order of reverse seniority;

5. Per Diem in Overtime seniority not withstanding;

6. Pre -Posting program: Full Time, Part Time or Per Diem and Pre-scheduled PD**, as well as any employee covering a shift for another employee that is not a time swap, in order of reverse seniority;

~~6. PTO request previously denied shall be offered and may be taken upon mutual agreement.~~

**Per Diems holding temporary positions (§ 4.06) will be treated as Core Staff.

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E. Regular employees, Full-Time and Part-Time, who call out less than 48 hours in cancelling overtime or extra scheduled shifts, shall receive a level one disciplinary notice for more than 1 cancellation per quarter. ~~Per diem employees who call out less than 48 hours in cancelling required shifts or extra scheduled shifts, shall receive a level one disciplinary notice for more than 1 cancellation per quarter.~~ In the event of a cancellation, the employee who next signed up to work the shift shall be given the first choice to work. Cancellations of extra shifts shall not be considered unscheduled absence.

~~A full shift is a shift of any length that is regularly posted for the department in the HMMH scheduling program. In the event that a full shift is needed and a team member signs up for a partial shift, management shall have the right to cancel the partial shift. However, if a full shift is posted and two or more team members sign up to fill the full shift, it will be treated as a full shift for the purpose of determining the order of cancellation. The seniority of the most senior nurse who is sharing the shift will be determinative.~~

JERSEY SHORE UNIVERSITY MEDICAL
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EMPLOYEES, AFT/AFL-CIO, LOCAL
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Kate Luriani

Date: 7/31/2025

Dal O

Date: 7/31/25

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JSUMC Non-Economic Proposal #5/Union Proposal #19

Article 10.06 Child Care

Bargaining unit employees shall be entitled to participate in the Medical Center's on-site childcare program under the same terms as non-bargaining unit employees and all HMM team members will have first preference for participation prior to outside applicants on a first come first serve basis for employee dependents.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Katie Luriani

Dal y

Date: 7/15/2025

Date: 7/15/25

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JSUMC Counter to Union Proposal #20**Article 10.03 Retiree Medical Trust**

HPAE Medical Trust

1. EMPLOYEE CONTRIBUTION

The covered members of the bargaining unit shall continue to participate in a mandatory employee contribution to the HPAE Retiree Medical Trust. The Employer shall facilitate the payment of a monthly mandatory employee contribution of \$.20 per paid hour ~~and a mandatory employer contribution of \$.20 per paid hour~~ to the HPAE Retiree Medical Trust for each full-time, part-time benefit-eligible and part-time non-benefit-eligible employee through payroll deductions. No payroll check-off by employees will be required; instead, the employer will transfer one check for this purpose of employee contributions, representing \$0.20 per paid hour for each full-time, part-time benefit-eligible and part-time non-benefit-eligible employee who worked in that month. The monthly per capita amount of employee contributions shall be included in each employee's salary for purpose of calculating retirement benefits.

2. DEFINITION OF PAID HOURS

For purposes of Section 10.04 only, paid hours include regular, PTO, and non-OT hours worked up to, but not beyond 80 hours per pay period.

Paid hours also include incentive hours for 24/36-hour employees.

**3. TRANSMITTAL OF CONTRIBUTIONS & NOTICE OF EMPLOYEE
TERMINATION**

This Trust shall remain separate and apart from any other employer retiree health insurance funding program unless changed by mutual agreement of the parties to the agreement.

Contributions to the Trust shall be due at the Trust office on the 10th of the month following the month for which the contribution is made. Late payments may be subject to reasonable interest and/or penalties.

Payroll deductions will start for all covered employees who are 90 days or more days post-hire and will start for all new employees upon attainment of 90 days of employment.

It will begin for the first payroll period at least 20 days subsequent to notification by HPAE of the referendum results.

The Employer shall provide notice to the plan administrator if an employee transfers to a per diem classification, terminates from HMH, or transfers to a non-bargaining unit position.

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With each ~~monthly~~ payment the Employer shall also submit employee data to identify the amounts paid on behalf of each covered employee, ~~and other information requested by the Trust Office, that is necessary for the administration of the Trust and Plan,~~ including employee names, social security numbers or other employee identification number.

For new employees, the Employer will report the dates of hire, dates of birth, ~~gender, and mailing address, email address and any other information required by the Trust Office, using rules and procedures set by the Trustees or the Trust Office (this information is necessary for the Trust to obtain reliable actuarial reports, for the purposes of setting benefit levels).~~

For employee terminations, the employer will also transmit ~~monthly~~ the last day of employment and the reason for termination (e.g., disability, resignation, retirement).

For employees on Leave of Absence, the employer will transmit the LOA dates on the bi-weekly or monthly remittance report.

4. NO LIABILITY FOR EMPLOYER OR UNION

The monies contributed to the trust fund shall only be used for retiree health insurance premiums or health service expenses, and the reasonable costs of administering the Trust.

The Employer hereby acknowledges receipt of the Trust Agreement governing the Trust and will cooperate with the Trust Office in reporting and depositing the required contributions set forth above, according to rules set by the Trustees of the Trust. The parties acknowledge the following provision in Article XI, Sections 1 and 2, of the Trust Agreement regarding limitations on the liability of the participating employers:

(a) Liabilities and Debts of Trust Fund

No signatory party or Trustee, and no participating employer, employer association, labor organization, employee, or beneficiary shall be responsible for the liabilities or debts of the Trust Fund.

5. It is specifically agreed that the Employer assumes no obligation, financial or otherwise, arising out of the provision of Article 10.04 and the HPAE Trust and HPAE. Local 5058 shall indemnify and save the Employer harmless against any and all claims, demands, suits and other forms of liability that may arise out of or by reason of any action, claim, demand or suit by any person which may involve or be involved in whole or in part based upon collection or deduction of any money by the Employer submitted to the HPAE Trust in accordance with the terms of 10:04 or which may be involved in whole or in part based upon the use of any monies by the union or the HPAE Trust which may have been collected or deducted by the employer and remitted to the HPAE Trust pursuant to this Agreement.

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Once the funds are remitted to the HPAE Trust, the disposition thereafter shall be the sole and exclusive obligation and responsibility of the HPAE Trust. So long as the employer makes the contributions directed by the Union, the Employer shall have no additional liability or responsibility to either the Union or the employees for whom the deductions are made.

The Employer does not agree to be covered or be bound by the Trust Agreement establishing the HPAE Retiree Medical Trust. The Employer does not agree to be covered or be bound by any actions of the trustee under such Trust agreement. The employer is not a party to the Trust agreement.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Luriani

Date: 7/24/2025

Dan

Date: 7/24/25

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JSUMC Counter to Union Proposal #21

11.06 Tuition Reimbursement:

11.06 Employees shall be entitled to tuition reimbursement in accordance with the Hospital's Tuition Assistance Policy ~~which shall be incorporated by reference into this Agreement.~~ The Hospital will provide at least sixty (60) calendar days' notice of any substantial changes to the Tuition Reimbursement Policy prior to implementation and will negotiate over the effects. Reimbursement will be paid promptly regardless of a member's LOA status.

For reference, the Tuition Assistance Policy at the time of ratification is as follow:

- ~~1. Full-time and Part-time benefit-eligible up to 100 % reimbursement for each course to a maximum of \$5,250.00 per calendar year as defined by policy.~~
- ~~2. Part-time benefit-eligible up to 100% reimbursement for each course, up to a total maximum of \$2,625.00 per calendar year as defined by policy.~~

~~Courses must be job (nursing) related or prepare an employee for promotional opportunity as specified by the Hospital. Employees engaged in courses of study which are neither job-related nor prepare for a promotional opportunity as specified by the Hospital as of the date of this agreement may continue such studies.~~

Purpose:

Hackensack Meridian Health offers tuition assistance to eligible team members who seek to pursue education that supports the current business needs and future objectives of the company. Although attainment of educational goals often leads to improved performance and new career opportunities, participation in this program does not guarantee a specific career result such as a promotion or salary increase. Hackensack Meridian Health reserves the right to terminate or amend this Tuition Assistance Policy at its sole discretion.

Scope:

Team members must meet the following criteria at the time of application creation and submission:

- Must be a team member
- Team member must be in an active status or eligible leave status in order to receive reimbursement
- Team members are eligible to apply for courses that begin after completing 90 days of continuous employment
- Team member must be in a regular full-time or part-time benefits-eligible position working more than 20 hours per week

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Policy:

All educational programs must be related to the team member's current job or an established career path within Hackensack Meridian Health.

Eligible expenses for degree and certificate programs include tuition only. Eligible expenses for certifications include prep-courses and exam fees. Prep courses will only be reimbursed upon successfully passing the exam for the certification. Team members are responsible for all ineligible expenses including, but not limited to: books, all fees, meals, lodging, transportation, and all tools or supplies.

Eligible expenses will be covered up to the annual benefit amount for the calendar year in which the course ends. Payment amounts are based on the Team Member's FT/PT status at the time of payment processing. Reimbursements will be processed via company payroll.

<u>Education Program</u>	<u>Eligibility Criteria</u>	<u>Annual Part-Time Benefit Amount</u>	<u>Annual Full-Time Benefit Amount</u>
<u>Select Associate's Degree</u> <u>Bachelor's Degree</u>	<u>Includes all courses taken as part of an approved degree program, as well as prior learning assessments and tests used to document knowledge for the purpose of granting credit toward an approved degree (e.g - CLEP, ACE, DANTES).</u>	<u>\$2,625</u>	<u>\$5,250</u>
<u>Master's Degree</u> <u>Select Doctorate Degree's</u>	<u>Includes all graduate level coursework taken as part of an approved graduate degree.</u>	<u>\$2,625</u>	<u>\$5,250</u>
<u>Certification</u>	<u>Includes all courses required to complete an approved Certificate program. Courses must have a measurable completion requirement. (e.g. grades and/or certificate of completion).</u>	<u>\$2,625</u>	<u>\$5,250</u>
<u>Certifications/Designations</u>	<u>Includes prep courses and exams required to achieve an approved Certification/Designation. Only select Certifications will be eligible. Check FAQ</u>	<u>\$2,625</u>	<u>\$5,250</u>

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	document for which Certifications are covered.		
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Educational programs not covered include, but are not limited to:

- Doctorate programs outside of Nursing , Physical, Occupational Therapy or Pharmacy
- Any individual course not part of a degree program
- Individual courses for sports, recreation, or hobbies, unless part of a degree program
- Continuing Education courses (CEUs) unless the end result is a Certificate or Certification
- Seminars, conferences, and workshops

APPROVABLE EDUCATION PROVIDERS

All courses related to a degree program must be provided by an institution holding Regional or National accreditation.

Certifications/Designations must be provided by a professional association, certifying body or institution authorized to award the industry accepted certification/designation.

COURSE COMPLETION REQUIREMENTS

All courses related to an undergraduate degree must be completed with a minimum grade equivalent of C or better (grades of C- are ineligible). All courses related to a graduate degree must be completed with a minimum grade equivalent of B- or better. Courses that are based on a pass/fail grading system must be completed with a passing grade. Courses in which a team member receives an incomplete, withdrawal, or equivalent grade are ineligible.

Certificates include all courses required to complete an approved Certificate program. Courses must have a measurable completion requirement (e.g. grades or a certificate of completion/attendance/participation).

Certification/Designation exams must be passed at a level eligible to earn the industry accepted certification/ designation. Prep courses will only be reimbursed upon successfully passing the exam for the certification.

EDUCATION COACHING

Bright Horizons EdAssist Solutions offers Education Coaches who are available to discuss program and school considerations, and assist with finding career relevant educational options. Team members are strongly encouraged to reach out to an Education Coach prior to submitting their first application for a new educational program. To schedule an advising appointment, please call 855-222-6879 or use the self-scheduler option available under "Education Coaching" on the Bright Horizons EdAssist Solutions website.

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APPLICATION SUBMISSION AND APPROVAL

To be eligible to receive education assistance, a team member must submit a reimbursement application for each quarter, semester or academic term. Applications must be submitted prior to the course start date. Applications will not be accepted after the course start date. Applications will be reviewed for policy compliance by the program administrator before forwarding the application to the Team Member's immediate leader for final approval.

LOGIN PROCEDURE

Navigate to: clients.bright Horizons.com/hackensackmeridianhealth

First time participants must register and enter the following Employer ID: OneHMH and Password: Benefits4You

PAYMENT OPTIONS

REIMBURSEMENT PROCESS

Upon application approval, the team member is responsible to make all required payments directly to his/her school and will be reimbursed for eligible expenses upon successful course completion. The team member is responsible for submitting proof of successful course completion (grades) and an itemized invoice of tuition and fees (proof of payment) within 60 days after course completion in order to receive reimbursement.

DEFERRED PAYMENT ARRANGEMENTS

Hackensack Meridian Health team members can enter into deferred payment agreements with their respective school at their discretion. The team member is solely responsible for any deferred payment agreement with their respective school(s).

OTHER SOURCES OF FINANCIAL ASSISTANCE

Team members receiving educational grants, scholarships, military benefits or other discounts must disclose all such financial assistance and provide documentation of how the funds were applied. Funds received from such sources will be deducted first from any expenses not covered under the program. Any remaining funds received will be deducted from eligible tuition and fees. Financial Aid received in the form of student loans will not be deducted.

TAX IMPLICATIONS

In compliance with IRS regulations (section 127), employer provided educational assistance is exempt from taxation up to a maximum of \$5,250.00 per calendar year. Taxes will be assessed if, at the time of payment processing, the total amount of tuition assistance paid in the calendar year exceeds \$5,250. Please consult with your tax advisor for additional information.

POLICY ADDENDUM: CRITICAL ROLES PROGRAM

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The Hackensack Meridian Health Critical Roles Program is designed to encourage team members to pursue education in areas that are considered to be a critical business need. Areas of critical need may be added or removed from the program at the discretion of Hackensack Meridian Health.

When not specifically stated below, the Critical Roles Program will conform to the general guidelines of the Tuition Assistance Policy.

TEAM MEMBER ELIGIBILITY

Team members must meet the following criteria at the time of application creation and submission:

- Must be a team member.
- Team member must be in an active status or eligible leave status to receive reimbursement.
- Team members are eligible to apply for courses immediately upon hire.
- Team member must be in a regular full-time, part-time, or per diem position. • Must be a team member.
- Team member must be in an active status or eligible leave status to receive reimbursement.
- Team members are eligible to apply for courses immediately upon hire.
- Team member must be in a regular full-time, part-time, or per diem position.

ELIGIBLE PROGRAMS AND BENEFIT AMOUNTS

Education Program	Eligibility Criteria	Per-Diem Benefit Amount	Annual Part-Time Benefit Amount	Annual Full-Time Benefit Amount
Select Degree Programs: Certification/Licensures & Certificate Programs	Includes High Workforce Needs Majors only including the cost of fees related to the program completion.	\$5,250	\$5,250	\$5,250

APPLICATION SUBMISSION AND APPROVAL

To be eligible to receive education assistance, a team member must submit a reimbursement application for each quarter, semester or academic term. Applications will not be accepted more than one year after the course end date. Applications will be reviewed for policy compliance by

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the program administrator before forwarding the application to the Team Member's immediate leader for final approval.

REIMBURSEMENT OPTIONS AND COURSE COMPLETION REQUIREMENTS

Team members are responsible for making all required payments directly to their school. Reimbursement Requests may be submitted up to one year after the course end date. Eligible expenses will be covered up to the annual benefit amount for the calendar year in which the course ends and will be reimbursed via company payroll.

Immediate Reimbursement

Upon application approval, a team member may request immediate reimbursement for approved courses by submitting an itemized invoice with proof of payment for all tuition and fees to EdAssist by the course end date. Team members who receive immediate reimbursement are responsible for submitting proof of successful course completion (grades) to close out their application after the course end date. The team member will be restricted to Traditional Reimbursement until all course grades for previously paid applications are received. If a passing grade of D- or better is not achieved for each paid course, the participant will be restricted to Traditional Reimbursement for a period of 6 months after the course end date.

Traditional Reimbursement

Upon application approval, a team member may request reimbursement for approved courses that have been successfully completed by submitting proof of successful course completion (grades) and an itemized invoice with proof of payment for all tuition and fees to EdAssist.

WORK COMMITMENT

A team member who participates in the High Workforce Needs Program and voluntarily terminates employment or is

terminated for cause will be required to repay Hackensack Meridian according to the following schedule:

- * If a team member terminates within 1 year of receiving education assistance they will be required to repay 100% of program reimbursements received.
- * If a team member terminates with 2 years of receiving education assistance they will be required to repay 50% of program reimbursements received.

Team members are exempt from the work commitment if their employment is involuntarily terminated for reasons other than cause or performance.

HMH expressly reserves the right, in its sole and absolute discretion, to change, modify or delete the provisions of this policy in whole or in part, at any time or for any reason without notice. The employment terms set out in this policy work in conjunction with, and do not replace, amend, or

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Proposed 8/21/2025
Modified 9/02/2025

~~supplement any terms or conditions of employment stated in any applicable collective bargaining agreement. Wherever employment terms in this policy differ from the terms expressed in the applicable collective bargaining agreement, team members should refer to the specific terms of the collective bargaining agreement, which will control.~~

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Katie Luciani

Date: 9/2/2025

[Signature]

Date: 9/2/25

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JSUMC Non-Economic Proposal #23

Article 12 Discipline and Discharge

12.01 The Hospital shall reserve the right to discipline, suspend or discharge any employee only for just cause.

No employee shall be suspended prior to review/consultation taking place with the ~~Vice-President of~~ Human Resources, Administrative representative, or Administrator on-call unless there is a demonstrated, clear and present danger to patients or staff personnel. An official of the union must be notified as soon as possible to ensure that this standard has been met. A suspension will be no more than three days (total of 24 hours).

In the event an employee is suspended, the Hospital will schedule the disciplinary review meeting within two (2) working days of notice of the suspension.

Except for mitigating circumstances, discipline shall not be issued typically more than twenty-five (25) days after the event/incident that led to the issuance of the discipline. The Union will be notified if more than twenty-five (25) days is required based on mitigating circumstances. Discipline involving violations of HIPAA or complaints from regulatory agencies will be excluded from this limit.

A level 1 discipline is active for 12 months from the date of last level 1 discipline. In the event no further level 1 infractions occur within a rolling 12-month calendar following date of last discipline, the discipline is inactive.

12.02 The designated Union representative, the Union office and the employee involved shall be advised, in writing, of any discharge, suspension or disciplinary action. A copy of the notice given to the employee shall be mailed to the Union within twenty-four (24) hours.

12.03 An employee shall have the right to have the Union representative of his/her choice present during any disciplinary conference or investigational conference which may lead to discipline of the employee being interviewed. If the representative chosen by the employee is not available or will not be available in a reasonable time period, then a Union representative will be designated by the Union.

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~~The employee is responsible for contacting the Union when requesting a Union representative. If the employee does not obtain a union representative in a reasonable amount of time, the nursing director or CNO or Human Resources will contact the Union electronically to notify them of such inability to obtain representation.~~

Reasonable efforts shall be made to schedule such meetings at mutually convenient times and not on employee's day off. There will be no loss of pay for employees who attend meetings while on duty.

The Union shall provide the Employer with an updated list of designated union representative to assist in disciplinary conferences or investigational conferences.

There will be no loss of pay for employees who attend disciplinary review and grievance meetings while on duty. Employees shall be paid at their regular rate of pay for time spent at disciplinary review and grievance meetings when attended on the employee's off-duty time unless on suspension.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Luriani

Date: 8/14/2025

[Signature]

Date: 8/14/25

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JSUMC Counter to Union's New Side Letter – Fair and Just CultureNew Side LetterFair and Just Culture

DH

1. The parties recognize the ^{importance} ~~important~~ of a consistent, fair and systematic approach to understanding errors and unsafe acts that occur in the workplace.
2. To that end, the Hospital shall provide education to managers and employees regarding the Fair and Just Culture Policy.
3. The parties agree to discuss concerns about the utilization of the Fair and Just Culture Policy at monthly Labor-Management Committee meetings.

JERSEY SHORE UNIVERSITY MEDICAL
CENTERHEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058Kate RumiariDan YDate: 8/14/2025Date: 8/14/26

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JSUMC Counter to Union No. 24 – Parking**New Side Letter Parking**

The parties recognize that gate to the 11-11 lot on the second floor of the Harbor garage is broken. The Medical Center is in the process of replacing the gate which is expected to be completed in the next six months. Upon completion of the repairs the parties will jointly badge access to ensure appropriate access on a quarterly basis. D 14

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Luciani

Daryl

Date: 8/14/2025

Date: 8/14/25

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JSUMC Non-Economic Proposal #22

APPENDIX E – ~~Clinical Ladder Program~~ Clinical Advancement Program

PURPOSE:

1. Reward and recognize exemplary professional practices
2. Provide additional opportunities for growth and advancement
3. Acknowledge clinical expertise at the bedside/clinical setting

OBJECTIVES:

- To **enhance patient care** through clinical excellence.
- To **improve job satisfaction**, encourage recruitment, aid retention efforts, and to improve the nurse's engagement to the institution.
- To provide opportunities to **enhance professional development** and encourage the development of clinical expertise.
- To **provide an outcomes-based model** that accurately demonstrates the expertise of the bedside nurse.

FIVE Components to Climbing the Ladder

1. Transformational Leadership
2. Structural Empowerment
3. Exemplary Professional Practice
4. New Knowledge, Innovation, and Improvements
5. Clinical Practice Exemplars

Who is Eligible?

- RNs who volunteer to participate in the Clinical Ladder program for professional growth and development
- Staff Nurse RNs with standard work hours of 20+ hours/week (Full-Time or Part-Time)
- Levels II, III and IV require:
 - Satisfactory Performance Appraisal
 - Manager Endorsement
 - No disciplinary actions within 12 months

Criteria – Level II

- 1+ years of clinical experience*
- BSN in progress*
- Obtain a minimum of **3 points** in each of the 5 Components. No more than 5 points will be credited in each category.
- Total of **20 points** earned

*Note: Current team members on a clinical ladder programs prior to May 2020: Current education and experience will be recognized to maintain your current ladder level as long as you meet all the other requirements for the ladder. Those team members will not be able to move up unless the new education and experience requirements are met for the next level.

Criteria – Level III

- 3+ years of clinical experience*

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IN completed*

- Obtain a minimum of **6 points** in each of the 5 Components. No more than 10 points will be credited in each category.
- Total of **35 points** earned

*Note: Current team members on a clinical ladder programs prior to May 2020: Current education and experience will be recognized to maintain your current ladder level as long as you meet all the other requirements for the ladder. Those team members will not be able to move up unless the new education and experience requirements are met for the next level.

Criteria – Level IV

- 5+ years of clinical experience*
- Nationally Certified
- MSN*
- Obtain a minimum of **9 points** in each of the 5 Components. No more than 15 points will be credited in each category.
- Total of **50 points** earned

*Note: Current team members on a clinical ladder programs prior to May 2020: Current education and experience will be recognized to maintain your current ladder level as long as you meet all the other requirements for the ladder. Those team members will not be able to move up unless the new education and experience requirements are met for the next level.

COMPENSATION

- Annual payment each July (prorated based on scheduled hours).
 - Level II: \$1,000
 - Level III: \$2,500
 - Level IV: \$4,000
- First payment is scheduled for July 2021

Note: Any amounts paid for a Clinical Ladder prior to harmonization have been factored into the new base rates.

Existing Clinical Ladder Participants

- Recognition of Education and Experience:
 - Current education and experience recognized as per the table below to maintain current ladder level. (Note: this is applicable for both the initial application and renewal applications)
 - **RN must meet all other requirements/total points to qualify to maintain current ladder level.**
 - Cannot advance to next level until new education and experience requirements are met for the next level

New Program		Current C.A.R.E. SOMC	
Level I		Level I	
Level II		Level II	

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Level III	Level III
Level IV	Level IV and Level V

How Is It Administered?

- Each campus will have a committee with a Chair, Co-Chair and Coordinator
- Applications accepted biannually
 - May increase to quarterly based on volume
- Advancement will follow upon acceptance
 - Allow up to 2 months for processing

How Often Can I Advance?

- Clinical Levels are renewed every 3 years
- RNs may apply to advance to another Level every 12 month
 - Assumes criteria is met
 - Levels II, III and IV must have
 - o Satisfactory Performance Appraisal and Manager Endorsement
 - o If applicable, the most recent peer review attestation form
 - o Up to date Resume/CV
 - o No disciplinary actions within 12 months.

New Hires

- Starts Level I
- After successfully completing probationary period

Experienced nurses can:

- Apply for Level II post-probationary period
- Apply for Level III or IV after 12 months of continuous employment.
(Applications may be started immediately)
- New graduate RNs must wait 12 months to apply for Level II

Local Campus Collaboration

- Construct the clinical ladder infrastructure at each campus, ensuring each location has a Chair, Co-Chair and Clinical Ladder Coordinator.
- In addition, Registered Nurses will participate in the creation of program bylaws and program administration.

The parties recognize that the current Clinical Advancement Program is being reviewed by the Network. Prior to implementation of a new program the Medical Center will give the Union thirty (30) days' notice and will meet to bargain over the effects of the new program.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

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HPAE RN JSUMC

Proposed 7/14/2025

Modified 8/08/2025

Modified 8/11/2025

Kate Luciani

Date: 8/14/2025

Don

Date: 8/14/25

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MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") is entered into as of August __, 2025, by Jersey Shore University Medical Center ("Employer" or the "Hospital") and Health Professionals and Allied Employees, Local 5058 ("Union") (together, "the Parties") and the parties agree as follows:

Appendix E - Clinical Ladder Program

Under the current Clinical Ladder Program (CAP), part time non benefit eligible RNs are not eligible. Kathy Kochel and Kasey Lithgow converted to part time non benefit eligible during the 2025 year and therefore are not eligible for the CAP pay out in July 2025. However, the Hospital will consider them eligible for CAP pay out in July 2025 and July 2026. This is non-precedent setting and limited to these two RNs for the pay out in July 2025 and July 2026 only.

For JSUMC:

Kate Luciani 8/14/2025

Name/Date

For HPAAE:

Dan
Name/Date 8/14/25

SIDE LETTER # 6 Transfers

1. An employee in a bargaining-unit position with Jersey Shore University Medical Center (HPAE 5058) who transfers to a posted bargaining unit position at Palisades Medical Center (HPAE Local 5030), ~~the Harborage (HPAE Local 5097)~~, or Southern Ocean Medical Center (HPAE Local 5138) shall maintain his or her bargaining-unit seniority at 100%.
2. Once an employee has been granted a position at ~~the Harborage~~, Palisades Medical Center, Jersey Shore University Medical Center or Southern Ocean Medical Center, the transfer shall occur within four (4) weeks, unless an extension beyond that period of time has been mutually agreed upon. Such employee shall be treated as an internal transfer and shall have access to all provisions of the applicable CBA.
3. Salary and benefits offered shall be consistent with the new division's applicable CBA, current programs, and all eligibility rules of such plans.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Luriani

De ✓

Date: 7/14/2025

Date: 7/14/25

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JSUMC Counter to Union Proposal #30**Appendix F. HMM SCHEDULING PROGRAM CALENDAR**

Period Start Date	Request Due	Apply Cyclics	Self Schedule	Pre posting	Approve	Schedule
12/21/2025 - 1/17/2026	10/30/2025	10/31/2025	11/2 - 11/5/2025	11/9 - 11/11/2025	11/12/2025	11/16/2025
1/18/2026 - 2/14-2026	11/27/2025	11/28/2025	11/30 - 12/3/2025	12/7 - 12/9/2025	12/10/2025	12/14/2025
2/15/2026 - 3/14/2026	12/25/2025	12/26/2025	12/28 - 12/31/2025	1/4 - 1/6/2026	01/07/2026	01/11/2026
3/15/2026 - 4/11/2026	01/22/2026	1/23/2026	1/25 - 1/28/2026	2/1 - 2/3/2026	02/04/2026	02/08/2026
4/12/2026 - 5/9/2026	02/19/2026	02/20/2026	2/22 - 2/25/2026	3/1 - 3/3/2026	03/04/2026	03/08/2026
5/10/2026 - 6/6/2026	03/19/2026	03/20/2026	3/22 - 3/25/2026	3/29 - 3/31/2026	04/01/2026	04/05/2026
6/7/2026 - 7/4/2026	04/16/2026	04/17/2026	4/19 - 4/22/2026	4/26 - 4/28/2026	04/29/2026	05/03/2026
7/5/2026 - 8/1/2026	05/14/2026	5/15/2026	5/17 - 5/20/2026	5/24 - 5/26/2026	5/27/2026	05/31/2026
8/2/2026 - 8/29/2026	06/11/2026	6/12/2026	6/14 - 6/17/2026	6/21 - 6/23/2026	6/24/2026	06/28/2026
8/30/2026 - 9/26/2026	07/09/2026	7/10/2026	7/12 - 7/15/2026	7/19 - 7/21/2026	7/22/2026	07/26/2026
9/27/2026 - 10/24/2026	8/6/2026	8/7/2026	8/9 - 8/12/2026	8/16 - 8/18/2026	8/19/2026	8/23/2026
10/25/2026 - 11/21/2026	9/3/2026	9/4/2026	9/6 - 9/9/2026	9/13 - 9/15/2026	9/16/2026	9/20/2026
11/22/2026 - 12/19/2026	10/1/2026	10/2/2026	10/4 - 10/7/2026	10/11 - 10/13/2026	10/14/2026	10/18/2026
12/20/2026 - 1/16/2027	10/29/2026	10/30/2026	11/1 - 11/4/2026	11/8 - 11/10/2026	11/11/2026	11/15/2026
1/17/2027 - 2/13/2027	11/26/2026	11/27/2026	11/29 - 12/2/2026	12/6- 12/8/2026	12/9/2026	12/13/2026
2/14/2027 - 3/13/2027	12/24/2026	12/25/2026	12/27- 12/30/2026	1/3- 1/5/2027	1/6/2027	1/10/2027
3/14/2027 - 4/10/2027	1/21/2027	1/22/2027	1/24- 2/7/2027	1/31- 2/2/2027	02/03/2027	02/07/2027
4/11/2027 - 5/8/2027	02/18/2027	2/19/2027	2/21- 2/24/2027	2/28- 3/3/2027	03/04/2027	03/07/2027
5/9/2027 - 6/5/2027	03/18/2027	03/19/2027	3/21- 3/24/2027	3/28- 3/30/2027	03/31/2027	04/04/2027
6/6/2027 - 7/3/2027	04/15/2027	04/16/2027	4/18- 4/21/2024	4/25- 4/27/2027	04/28/2027	05/02/2027
7/4/2027 - 7/31/27	05/13/2027	05/14/2027	5/16- 5/19/2024	5/23- 5/25/2027	05/26/2025	05/30/2027

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HPAE RN JSUMC

Proposed 7/24/25
Modified 8/08/25

8/1/2027 - 8/28/2027	06/10/2027	6/11/2027	6/13- 6/16/2027	6/20- 6/22/2027	6/23/2027	06/27/2027
8/29/2027 - 9/25/2027	07/08/2027	7/9/2027	7/11- 7/14/2027	7/18- 7/20/2027	7/21/2027	07/25/2027
9/26/2025 - 10/23/2027	08/05/2027	8/6/2027	8/8- 8/11/2027	8/15- 8/17/2027	8/18/2027	08/22/2027
10/24/2027 - 11/20/2027	9/2/2027	9/3/2027	9/5- 9/8/2027	9/12- 9/14/2027	9/15/2027	9/19/2027
11/21/2027 - 12/18/2027	9/30/2027	10/1/2027	10/3- 10/6/2027	10/10- 10/12/2027	10/13/2027	10/17/2027
12/19/2027 - 1/15/2028	10/28/2027	10/29/2027	10/31- 11/3/2027	11/7- 11/9/2027	11/10/2027	11/14/2027

1/16/2028 - 2/12/2028	11/25/2027	11/26/2027	11/28- 12/1/2027	12/5- 12/7/2027	12/8/2027	12/12/2027
2/13/2028 - 3/11/2028	12/23/2027	12/24/2027	12/26- 12/29/2027	1/2- 1/4/2028	1/5/2028	1/9/2028
3/12/2028 - 4/8/2028	1/20/2028	1/21/2028	1/23- 1/26/2028	1/30- 2/1/2028	02/02/2028	02/06/2028
4/9/2028 - 5/6/2028	02/17/2028	2/18/2028	2/20- 2/23/2028	2/27- 2/29/2028	03/01/2028	03/05/2028
5/7/2028 - 6/3/2028	03/16/2028	03/17/2028	3/19- 3/22/2028	3/26- 3/28/2028	03/29/2028	04/02/2028
6/4/2028 - 7/1/2028	04/13/2028	04/14/2028	4/16- 4/19/2028	4/23- 4/25/2028	04/26/2028	04/30/2028
7/2/2028 - 7/29/2028	05/11/2028	05/12/2028	5/14- 5/17/2028	5/21- 5/23/2028	05/24/2028	05/28/2028
7/30/2028 - 8/26/2028	06/08/2028	6/9/2028	6/11- 6/14/2028	6/18- 6/20/2028	6/21/2028	06/25/2028
8/27/2028 - 9/23/2028	07/06/2028	7/7/2028	7/9- 7/12/2028	7/16- 7/18/2028	7/19/2028	07/23/2028
9/24/2028 - 10/21/2028	08/03/2028	8/4/2028	8/6- 8/9/2028	8/13- 8/15/2028	8/16/2028	08/20/2028
10/22/2028 - 11/18/2028	8/31/2028	9/1/2028	9/3- 9/6/2028	9/10- 9/12/2028	9/13/2028	9/17/2028
11/19/2028 - 12/16/2028	9/28/2028	9/29/2028	10/1- 10/4/2028	10/8- 10/10/2028	10/11/2028	10/15/2028
12/17/2028 - 1/13/2029	10/26/2028	10/27/2028	10/29- 11/1/2028	11/5- 11/7/2028	11/8/2027	11/12/2028

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HPAE RN JSUMC

Proposed 7/24/25

Modified 8/08/25

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Katie Luriani

Date: 8/8/2025

Dan J

Date: 8/8/25

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JSUMC Counter to Union Proposal #31

Article 16. HEALTH & SAFETY

16.01. The Hospital shall provide and maintain safe standards and environment for the protection of the employees.

16.02. All Registered Nurses shall be instructed and fitted for TB masks (duck bill). Such masks shall be available in all patient care areas. Registered Nurses who fail to complete mandatory health and safety requirements will not be permitted to work until such requirements are met. Fit testing shall be conducted each year.

16.03. All patient care areas shall have a minimum of one (1) patient transfer roller or similar device available to assist in preventing injuries.

16.04. The Hospital agrees to establish standards of care and administrative procedures to ensure the safe usage of latex in patient care.

16.05. The Hospital agrees to eliminate the use of powdered gloves. The employer will provide education of the proper use of Nitrile gloves and will have the gloves, in all sizes, available on all units.

16.06. The Hospital will provide sterile eyewash cadd numbering in the highlighted area in the attached ups on each nursing unit

~~16.07. The Employer will have lift teams available to assist in lifting of patients during the day, evening, and night shifts for all nursing units. The Union and Hospital will meet and discuss the need for lift teams on the evening and night shifts. If lift assistance is needed, employees should contact the department's nursing leader or supervisor and the hospital shall provide the requested assistance.~~

16.0807. Issues regarding Safe Patient Handling and Workplace Violence will be part of the regular agenda of the Labor / Management committee. The committee may develop subcommittee.

16.0908. Fitness for Duty/Substance Abuse

HPAE will support the Medical Center in the implementation of the fitness-for-duty and substance abuse policies.

The Hospital's fitness for duty and substance abuse policies shall be incorporated by reference with the following exception: In the event an employee is found to be diverting narcotics for their own use, they will receive a level II suspension, and shall be entitled to a LOA up to a maximum of twelve (12) weeks, only when the following is true: no prior level 2 infractions, no

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confirmed negative patient impact resulting from the diversion, AND the employee acknowledges a substances abuse problem

16.09. Panic buttons shall be installed at all nurses' stations and engage in discussion at Labor Management meetings with regard to other high-risk areas.

16.110 ~~Security wands will be used on patients and visitors entering the ED through the main and ambulance entrances. Within ninety (90) sixty (60) days of ratification, stationary metal detectors and/or the Hospital will launch a program under which security wand~~ing will be utilized to screen patients, and visitors, and team members at all designated hospital entrances to maintain a safe workplace free from firearms and other weapons.

16.1211 Consistent with section 3.06 Joint Committees, the Union shall designate at least one Union Team Member each year to serve for a period of a year. The appointed Team Member(s) shall be invited to be part of any required annual risk assessment as well as walk through and site inspections.

16.1312 In a continuation of promoting safe quality care, security will have ~~one (1) new FTE and~~ at least one (1) ~~two (2) security officers will be~~ assigned to the ED and remain in the ED at all times. ~~Upon request, security shall immediately assist any employee exiting the ED lobby to assist a patient out of a vehicle. If patient assistance is needed out of a vehicle, the security control desk can be contacted.~~

~~Within sixty (60) days of ratification of a successor Collective Bargaining Agreement, the Hospital and the Union will meet to discuss the health and safety issues including but not limited to use of security wands, panic buttons for employees in high risk areas, and increasing security throughout the Hospital's campus.~~

~~The Hospital shall flag a patient chart if that patient has a documented history of assaulting, threatening, or harassing an employee. Unit leadership and/or nursing supervisor will evaluate the need for Security will provide a continuous presence on the inpatient psychiatric unit upon request of nursing staff if a specific patient presents an unusually heightened safety risk.~~

If any patient, visitor, or other person deliberately attempts to seriously injure or kill an employee, security will maintain a continuous presence in the department until that person is removed from the premises.

Within sixty (60) days of ratification of a successor Collective Bargaining Agreement, the Hospital and the Union will meet to discuss health & safety issues including but not to limited to vendors to flag patient charts if the patient has a documented history of assaulting, threatening, or harassing an employee, and stationary metal detectors and/or wanding to screen all individuals at hospital entrances to maintain a safe workplace free from firearms and other weapons.

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HPAE JSUMC RN

Proposed 8/19/2025

Modified 8/21/2025

Modified 9/05/2025

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Kate Luciani

Date: 9/5/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

[Signature]

Date: 9/5/25

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JSUMC's Counter to Union No. 34

New Side Letter – Generative Artificial Intelligence

Section 1: Definition

- (a) The parties acknowledge that definitions of Generative Artificial Intelligence (“GAI”) vary but agree that the term generally refers to a subset of artificial intelligence that learns patterns from data and produces predictions and recommendations based on those patterns. ~~that may have implications for diagnosis, treatment, staffing levels, and overall patient care. The term GAI is used for convenience, and this Side Letter shall also apply to any technology that is consistent with the foregoing definition, regardless of its name.~~

Section 2: Labor Management Committee and GAI Audits

- (b) The Parties ~~acknowledge that recognize that GAI will continue to enhance patient care and the patient experience over the duration of this Agreement. Recognizing that GAI may impact registered nurses, the Parties agree to discuss effects of any GAI system upon request at the monthly Labor/Management Committee meetings. healthcare professionals must have a meaningful voice in the selection and implementation of GAI systems used in patient care settings.~~
- (c) ~~To that end, a joint labor management committee shall be established to oversee the selection, implementation, and performance of GAI systems used in patient care settings. The committee will be responsible for reviewing potential GAI systems that will be used in the patient care setting, developing an implementation plan, assessing the performance of GAI systems, and responding to concerns raised by employees relating to inadequacies in GAI systems that may compromise patient care and/or data privacy.~~
- (d) ~~The committee shall regularly review and assess the impact of GAI systems with respect to workload, patient outcomes, and ethical considerations. Employees who participate in the joint labor management committee overseeing GAI implementation shall be granted paid release time for their committee work. The Employer agrees to conduct regular audits and assessments of GAI systems to ensure compliance with ethical standards and best practices.~~

Section 3: Data Usage in Disciplinary Actions

~~Recognizing the imperfection and unreliability of GAI systems, data and insights generated by GAI systems shall not be used for any reason as a basis for disciplinary actions against employees up to and including termination.~~

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HPAE RN JSUMC

Proposed 7/24/2025

Modified 7/31/2025

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Luciani

Date: 8/8/2025

Dan Y

Date: 8/8/25

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JSUMC Counter to Union Proposal No. 36

Starting in January 2026, the union will be provided with a monthly list of submitted missed meal break forms received.

Within three (3) months of ratification, the Hospital will re-educate Nursing Leadership regarding rules/guidelines surrounding missed meal breaks and employees being paid for all time worked.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Kate Luriani

Date:

9/15/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dan

Date:

9/15/25

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**Hackensack Meridian Health
Missed/Interrupted Meal Period
Paid Time Adjustment Authorization Form**

Hackensack Meridian Health ("HMH") non-exempt team members are entitled to receive an uninterrupted 30-minute meal period when they work a shift of more than 8 hours. During this meal period, team members shall be completely relieved of all job duties and shall perform no work whatsoever. Even minor work-related interruptions are not permitted during this period.

Team members must have permission from their supervisor to work during their meal period, unless it is impossible to obtain such permission due to unavoidable circumstances (i.e. urgent patient care needs or critically time sensitive matters). If team members do not obtain permission from their supervisors beforehand, they must report it to their supervisor as soon as possible.

For missed or interrupted meal periods, it is the team member's responsibility to complete this form, explaining the reason the meal period was missed or interrupted, as soon as possible after the missed or interrupted meal period. Pay adjustments will be made if work during a meal was approved or timely reported to supervisors.

Team Member Name: _____ ID # _____

Today's Date: _____

Date Worked: _____

Reason for Missed/Interrupted Meal Paid Time Adjustment: _____

(Must have approval from immediate leader)

Team Member Signature: _____

Leader Signature: _____

Date: _____

Leader's comments: _____

Payroll adjustment completed by: _____

Date submitted: _____

Timesheet updated: Yes/No

JSUMC Counter to Union No. 37**Article 24. Successorship**

In the event that the entire operation or any part of the operation of the Hospital is taken over for any reason; including but not limited to acquisition, affiliation, receivership or bankruptcy proceeding or merger, then the collective bargaining agreement shall remain in effect only as to the extent and duration provided by operation of the National Labor Relations Act and this agreement shall not provide any additional rights or obligations over and above those provided under law.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Katie Luviani

Date: 9/8/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dan

Date: 9/8/25

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Non-Economic Proposal #6**Article 2.07 Union Business**

A. The Local Union President shall be granted twenty-one (21) days, defined as twelve (12)-hour days, with pay to conduct Union business which do not accrue from year to year. The President shall have the right to designate other union representatives to receive such days in his/her place. The Union will notify the hospital of the names of the Union officers/ reps. The request for use of such days shall be given forty-eight (48) hours in advance, which the Hospital will accommodate as much as possible based on staffing and operational needs. If the Hospital schedules a meeting that will occur in less than forty-eight (48) hours, the President will give notice, in writing, in a timely manner to minimize staffing and operational issues.

B. Additionally, unpaid release time, in the amount of one hundred twenty (120) hours per year, shall be granted to the Union Chairperson for the purpose of conducting Local Union Business. This time off shall not be assignable to other Union Officers or Representatives. The Union Chairperson shall retain his/her Full Time classification with full benefit entitlement. The request for use of such time shall be given forty-eight (48) hours in advance, which the Hospital will accommodate as much as possible based on staffing and operation needs.

C. Leave of absence without pay for up to twelve (12) months shall be granted to Union officers who gain employment with the Union with rights to renew for up to an additional twelve (12) months. Upon expiration of such leave, the employee shall be entitled to the same position, or an equivalent vacant position as outlined in Article 9.

D. Upon proper notice to the designated representative of the Hospital, a representative of the Union who is not also an employee of the Hospital, may have reasonable access to the Hospital for the limited purpose of administering this Agreement for its current members. Such reasonable access may include a telephone call with a Hospital representative or admission to the facility at reasonable times.

E. During such visits described in paragraph D above, the Union representative will be provided available meeting room space as designated by the Hospital. Such visits shall in no way interfere with or be disruptive of the operations of the Hospital.

F. Any meeting with current members for the administration of this agreement during a Union representative's visit shall be conducted on the employee's non-work time and only in a location designated by the Employer. This activity must not in any way interfere with the employees' performance or their job.

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HPAE 5058

Katee Luriani

Date: 8/8/2025

Dan

Date: 8/8/25

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JSUMC Counter to Union Proposal #40**Article 4.04 Per Diem:**

An employee who is employed as needed by the Hospital and subject to the employee's availability with no guarantee of hours. Such employee shall be part of the bargaining unit and as such be entitled to seniority and all rights and benefits as outlined in the Agreement. ~~Per diem nurses shall follow the HMH's Per Diem Registered Nurses Policy, which shall be incorporated by reference into this Agreement.~~ Per diems in the operating room only shall be required to work eight (8) shifts per quarter including two (2) weekend shifts. ~~The Hospital will provide 30 calendar days' notice of any changes to HMH Per Diem Policy prior to implementation and will bargain over the effects.~~ ^{9/15/25}

1. All per diem nurses will maintain all competencies and certifications as deemed necessary for employment.
2. Unit based and float pool per diems will be scheduled after all full time and part time employees have submitted their schedules.
1. ~~Per Diem Registered Nurses can only work a maximum of 920/hour annually.~~
3. All per diems are to submit their availability of 24 hours a month in the HMH Scheduling Program if available. The assignment of shifts to Per Diem Registered Nurses will be done while ^{DH 9/15/25} will be developing the department schedule by Nursing Leadership.
4. If a Per Diem Registered Nurse has not worked in a ninety (90) day period, the nurse manager may separate employment from HMH.
2. ~~In an event of decrease volume, Per Diem Registered Nurses may be canceled by management with a minimum of 1.5 hours' notice.~~
- 3.5. If the Per Diem RN must cancel, the unit/department requires at least two (2) hours' notice of the cancellation in order to make alternative arrangements. Failure to provide such notice may result in discipline.
6. A per diem RN can volunteer to perform in the charge nurse and preceptor roles if the eligibility criteria is met. They must fulfill the requirements of responsibility for the charge nurse and preceptor roles. The per diem will receive the applicable financial compensation.
7. A Per Diem RN either unit or float pool are considered contingent staff therefor float pay of \$5.00/hr is not paid.
8. Per diems are not eligible for: holiday, extended sick leave time, bereavement or Paid Time Off.
9. Per diems are not eligible for health benefits unless required by law.
10. Per diems who work in a department which is open on holidays will be required to work two (2) holidays each calendar year: one summer, one winter.
 - a. The summer holidays are: Memorial Day, Independent Day (July 4th), and Labor Day. The winter holidays are: Thanksgiving, Christmas and New Years Day.

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Proposed 8/14/2025

Modified 9/04/2025

Modified 9/15/2025

~~b. This can / may be scheduled when department schedule is created for that time frame. In the event there is not practical opportunity for each per diem to cover a major holiday in calendar year, i.e. if department is not open on the holidays, alternative requirements will be substituted at the discretion of manager. The per diem will be given the opportunity to select their specific holidays to work for each year. If the Hospital does not need the per diem to work on the scheduled holiday (e.g., due to low census), the holiday requirement will be considered met.~~

~~11. Per diems are required to work one weekend shift per month based on the operational needs of the unit/department.~~

~~12. Per diems will be paid their primary rate for mandatory education.~~

~~4. Per diem employees who call out less than 48 hour to cancel required shifts or extra shifts, will receive a level one disciplinary notice for more than 1 cancellation per quarter.~~

Per diem nurses shall follow the HMH's Per-Diem Registered Nurses Policy, which shall be incorporated by reference into this Agreement. The Hospital will provide 30 calendar days' notice of any changes to HMH Per Diem Policy prior to implementation and will bargain over the effects.

JBUNC -
K. Luriani
9/15/2025

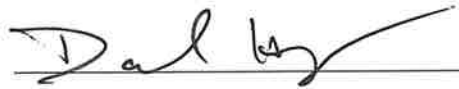
HPAE Local 5058


9/15/25

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JSUMC Non-Economic Proposal #7**Article 7.06 Compensation for Committee Attendance:**

Compensation for Committee Attendance: Employees who serve on any Labor-Management, Hospital-~~based or unit based~~ committee shall be paid at their regular compensation rate of pay for time spent at said meetings when attended on the employee's off-duty time. ~~Such membership shall be limited to one committee at a time.~~ Employees who are on-duty during attendance at said meetings shall be permitted to attend without loss of pay when operationally feasible.

JERSEY SHORE UNIVERSITY MEDICAL
CENTERHEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058Date: 7/15/2025Date: 7/15/25

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JSUMC Counter to New Side Letter – Staff Educators**Article 3.08 Staffing the Professional Development Department**

Within sixty (60) days of ratification, the Hospital agrees to meet with the Union and nurse educators to implement a ninety (90) day pilot program to deal with flexibility, scheduling, and coverage, as described below. By mutual agreement between the Hospital and the Union, the pilot program will be made permanent.

1. Each educator will be permitted to choose to work 8-to 10-hour shifts, with the monthly schedule to be provided to management at least three (3) days prior to the start of each calendar month.
2. Each educator will post their monthly schedule at their office and provide their monthly schedule to the Nursing Unit Leader.
3. On ~~weekends~~ ^{weekdays} when the educator is not at work, another educator will be designated to cover as a resource for staff, and this will be listed on each educator's posted schedule.
4. The schedule will be designed to promote greater availability of the educators for staff nurses working on all shifts.
5. Any designated preceptor check-in days will not be on days that the primary educator is not present.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Lurani

Dan J

Date: 8/14/2025

Date: 8/14/25

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Article 6.03 Work Schedules:

The HMH Scheduling Program: The HMH Scheduling Program will be the electronic scheduling program effective with the "Schedule Period Start Date" of January 3, 2016. The initial units to be covered will be the Emergency Services and inpatient units. The following definitions shall apply as it relates to Core and Contingency Staff Resources:

"Core Staff" Resources: Full-time, part-time benefit-eligible, part-time non-benefit-eligible and per diem employees (excluding Float Pool) working within their budgeted FTE commitment in their assigned work area.

"Contingency (Flexible) Staff" Resources: ALL Float Pool employees (regular or Per Diem), ALL employees working above their budgeted FTE or into Overtime, ALL employees working a shift selected via the Open Shift program, ALL Per Diem employees (unit based or float pool), and ALL agency resources.

The Hospital shall post a four (4) week schedule of each employee's CORE assignment not less than two (2) weeks in advance of the start of the schedule. The final CORE assignment corresponds with the date listed in the chart above for the "End Balancing Schedule."

Such schedule shall be maintained until it is superseded by a new schedule or changed by the Hospital in an effort to maintain safe and quality levels of patient care. The Hospital shall exhaust all reasonable means of providing coverage before altering a posted schedule.

Never the less, such schedules shall not be altered without first seeking volunteers to provide needed coverage or changes, and without first discussing such changes and alternate suggestions with the affected employees. Such procedure with regard to volunteers and discussions shall also apply to alterations of established weekend cycles.

Where there are choices to be made the least senior employee shall be the first to be affected. Four (4) weeks' notice shall be given prior to any changes in the weekend schedule.

Time requests submitted for un-posted time shall not be unreasonably denied. Time requests for changes in posted time shall be granted whenever feasible. Swapping of time for posted schedules shall not be denied so long as the replacement has equivalent skills and qualifications and does not result in overtime payment if there is remaining non-productive time available or compensation for extra shift worked. Changes shall be authorized by the employee's immediate supervisor or the Nursing Resource Office.

In the event a request for benefit time is denied, an employee who then secures their own coverage will not be denied the time so long as the replacement has equivalent skills and qualifications and does not result in overtime payment.

The current practice of bargaining unit personnel being granted vacation or benefit time independent of requests by non-bargaining unit personnel shall continue.

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In departments where employees self-schedule their core shifts, the Hospital may move an employee from a self-scheduled shift to another shift in the same week in order to balance staffing. Such moves shall be evenly rotated in order of reverse seniority as much as possible while maintaining a safe skill mix, and a continuous log shall be kept. If the Hospital is not able to follow the order of reverse seniority, the affected employee and the Union will be informed in writing of the specific reason. This balancing shall occur before the pre-post period.

In such departments, the Hospital shall make every reasonable effort to require employees to work an equal number of Mondays and Fridays in each four-week schedule prorated based on employee status. PTO taken on a Monday or Friday will be counted as meeting the employee's requirement, but a non-PTO request off will not count toward the requirement.

JERSEY SHORE UNIVERSITY MEDICAL
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HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Kate Luciani

Date: 9/15/2025

Dal 2

Date: 9/15/25

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JSUMC Counter to Union Proposal #47**Article 9. Leave of Absence**

The Hospital's Leave of Absence Policy, as it may be amended, changed or terminated from time to time, will be incorporated by reference except as modified below:

- The Leave of Absence Policy shall be subject to the grievance and arbitration process as it is applied to bargaining unit members.
- Benefits while on a Leave of Absence: Seniority shall continue to accrue while on a leave and shall be maintained.
- Employees may use their frozen PTO Draw down bank and current accrued PTO bank when on an approved medical leave of absence if ESL hours have been exhausted, for all days on protected leave as per the Job Protection section below, but in no case can the employee's current accrued PTO bank drop below 80 hours.
- **For a leave of absence of three months or longer, on the first shift returning to work the Nurse Leader in collaboration with the Nurse Educator ~~Hospital~~ shall provide the employee with a complete list of all mandatory training and education that is due or overdue. The employee shall be permitted to use as much of the shift as is needed to complete the training and shall not have a patient assignment while completing it. If an in-person skills check is needed, the Hospital will schedule accordingly ~~shall make every reasonable effort to ensure that personnel are available to assist. The Hospital shall ensure that any lapsed access to its electronic systems is restored in advance.~~**

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Katie Luniari

Date: 7/24/2025

[Signature]

Date: 7/24/25

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JSUMC Counter to Union No. 50**12.04 Absentecism and Lateness**

Absences and lateness are factors considered in determining overall job performance. Therefore, excessive absenteeism and/or lateness can result in disciplinary action up to and including termination of employment. Team members should adhere to departmental expectations and guidelines with respect to call-out protocols.

Team Members are responsible for remaining informed of these practices and/or any changes in practices as they occur.

I. ABSENTEEISM

- a. An occurrence of absenteeism is defined as:
 - i. Call outs or absences greater than two-thirds of a scheduled shift that were not authorized or previously scheduled and approved.
 - ii. Absences that are not sanctioned under the auspices of jury duty, flex time, bereavement, military leave, FMLA, the New Jersey Paid Sick Leave Act and/or other approved leaves, or leaves under the instruction/advice of Occupational Medicine Services
 - iii. Call outs following the forty hours of protected New Jersey Paid Sick Leave (NJPSL)
- b. Process:
 - i. During normal weekdays and non-Holiday time:
 - 1. 1 or 2 consecutively scheduled days out of work as defined above = one occurrence
 - 2. 3 or more consecutively scheduled days out of work as defined above = two occurrences.
 - ii. During a weekend shift (beginning 7pm Friday and ending 7am Monday) or Holiday (beginning 12am on the "eve" of the Holiday and ending 12am the day following the Holiday) the number of occurrences will be equal to the cumulative and actual number of days absent.
- c. Guidelines:
 - i. Excessive absenteeism is defined as follows:
 - 1. For ~~employees~~ team members working 8-hour shifts: five occurrences in a rolling 12-month period starting with the date of first occurrence.

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2. For ~~employees~~ team members working 10-hour shifts: four occurrences in a rolling 12-month period starting with the date of first occurrence.
 3. For ~~employees~~ team members working 12-hour shifts: three occurrences in a rolling 12-month period starting with the date of first occurrence.
- ii. Discipline for excessive absenteeism will be managed per the Guidelines for Cooperation and Discipline.
 - iii. ~~Employees~~ Team members who are absent due to illness for more than three consecutive days are ~~encouraged~~ required to contact the Leave Administrator to explore options regarding leave of absence.

2. LATENESS

- a. An occurrence of unprotected lateness is defined as arriving at assigned workstation greater than five minutes after the scheduled start time of the shift and/or failing to return in a timely manner from a meal break or work break. ~~Employees~~ Team members are required to adhere to departmental guidelines if they work in areas where they are required to change into and out of scrubs or other required uniforms to perform their job duties.
- b. Guidelines:
 - i. Excessive lateness is defined as five occurrences in a rolling 12-month period starting with the date of first occurrence.
 - ii. Discipline for excessive lateness will be managed per the Guidelines for Cooperation and Discipline.

Registered Nurses shall follow the HMM's Absenteeism and Lateness Policy, which shall be incorporated by reference into this Agreement. The Hospital will provide 30 calendar days' notice of any changes to HMM Absenteeism and Lateness Policy prior to implementation and will bargain over the effects.

JERSEY SHORE UNIVERSITY MEDICAL
CENTER

Kate Luriani

Date: 9/8/2025

HEALTH PROFESSIONALS AND ALLIED
EMPLOYEES, AFT/AFL-CIO, LOCAL 5058

Dan

Date: 9/8/25

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JSUMC Modified Non-Economic Proposal #1

Article 5.10 & Article. 5.11

Article 5.10 Posting of Positions and Transfers

D. Classification change

1. Full-time, part-time benefit-eligible, ~~and~~ part-time non-benefit-eligible ~~employees,~~ and per diem employees may change (swap) their shifts and / or classification within their units without a position being posted with management's approval. Such a request shall not be unreasonably denied. For example, a Full-Time employee who wants to change his / her classification to a part-time non-benefit-eligible and a part-time non-benefit-eligible employee who wants to change to a full-time employee would switch or swap their positions resulting in an even exchange.
2. In order for employees to be eligible for such an exchange within their department, the employees must have successfully completed their 90-day probationary period.
3. In the event of multiple applicants within the unit, bargaining unit seniority shall prevail.

Article 5.11 Transfer to Per Diem Classification

Any Full or Part time employee ~~with a total of five (5) years seniority or more~~ can transfer into a per diem status if there is an available position. If there is no per diem position available within their department, they can apply for a per diem status in a different department, provided they meet the required qualifications for that area.

~~For RN's with less than five (5) years seniority requesting to transfer into a per diem status, special circumstances will be considered. This includes medical, behavioral health or other special circumstances that require care for the RN and/or their significant others. The following will be considered:~~

- ~~• Extreme childcare situations;~~
- ~~• A new medical diagnosis of an RN or their close family member, for whom the RN needs to care for;~~
- ~~• Behavioral or psychiatric diagnosis requiring less work hours;~~
- ~~• Significant changes in an RN's living situation or relationship status (such as divorce, or domestic violence) that creates an undue hardship; and/or~~
- ~~• Other extraordinary circumstances.~~

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~~The Employer also agrees to review on a case-by-case basis the necessity of a per diem change. If there is per diem saturation in a particular department, an employee may apply for a per diem status in a different department, provided they meet the required qualifications for that area.~~

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JSUMC Non-Economic Proposal #3**Article 7.09 Float Pool Program**

- A. The Hospital shall maintain a Float Pool to fill in vacancies on various units.
- B. The Hospital may hire full-time, part-time and per-diem employees as permanent float nurses, in accordance with the Registered Nurse Float Pool Policy, which is incorporated here by reference. The Hospital will provide 30 calendar days notice of any changes to HMH RN Float Pool policy prior to implementation and will bargain over the effects. Employees in the float pool are not covered by the floating guidelines above and may be moved as assigned. Float pool positions will be posted and filled according to the job posting procedures.
1. Float Pool nurses will work in one of four (4) specialty areas: Med/Surg, Critical Care Trauma, OR, or ED or Oncology – in either the adult or children's hospital.
 2. A shift is defined as an eight (8)- twelve (12) hour period of time.
 3. Weekend shifts are Friday 7 pm – Monday 7 am.
 4. Float pool nurses will follow the holiday requirement according to their classification as per (8.03)
 5. Float pool nurses will follow weekend requirements according to their classification as per (6.04)
 6. Float Nurses will not be required to perform functions of charge nurse when competent core staff is available on the unit. ~~Float Nurses will not be required to take call, however~~ Float Nurses can volunteer to fill charge role if competent.
 7. Float pool specialty groups (Adult Critical Care, Pedi, etc.) will be treated as individual units for the purpose of determining PTO allotment.

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JSUMC Non-Economic Proposal #11**Article 3.03 New Positions**

The Hospital will post all job openings, including turnover positions, for a minimum of seven (7) calendar days prior to filling. Such posting shall appear on the Union Bulletin Board and a copy shall be provided to the Union at the time of the posting. The Hospital shall provide the Union with a complete listing of all job openings available and unfilled on a monthly basis. In addition, the Hospital shall notify the Union within seven (7) days of any turnover positions which the hospital does not intend to post. Turnover positions will be posted within twenty-one (21) days from the notice of the employee's intent to vacate his /her position (terminations and transfers).

~~A report on pending termination shall be presented to the Union during the regular scheduled Labor Management meetings.~~

In the event of the regular use of overtime or per diem use on a particular unit (s), the Hospital shall post a comparable classification position. For the purpose of this Article, "regular use" is defined as an employee regularly working the number of hours of a Full-Time or Part-Time employee over a consecutive six (6) month period.

The Employer will provide the Union with the number of budgeted full time, part time, and per diem positions per unit and shift upon request ~~every six (6) months.~~

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JSUMC Non-Economic Proposal #13**Article 3.02 Staff Development**

D. Continuing Education: An employee may request in writing to their Nurse Manager permission to participate in work-related or educational workshops, seminars, conferences, and/or conventions. ~~Such request shall be forwarded to a centralized staff development budget in Nursing Education for financial approval.~~ Within reasonable limits and where appropriate, the Hospital in its discretion, after evaluating the request may grant such permission, in writing, where attendance at such work-related educational workshops, seminars, conferences, and /or conventions will benefit not only the participating nurse, but also the patient care program at JSUMC.

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JSUMC Non-Economic Proposal #14**Appendix C – Mentorship Opportunities to Develop and Enhance Learning for Staff**

~~Purpose: The Jersey Shore University Medical Center Mentors Program, a formal mentoring initiative, provides a structure to support the pairing of more skilled and experienced staff with new, less experienced nurses and nursing students for professional development purposes. The Mentor in this program supports, guides, teaches, and role models professional excellence and helps the protégé / mentee to develop his or her own unique skills, abilities and sense of professionalism.~~

~~Given the combined pressures of the nursing shortage and increased patient care demands, it has never been more important to retain and utilize the talents of our most experienced and educated bedside nurses to help support and guide our next generation of nurses. An investment in both experienced as well as novice nurses will help keep them motivated and engaged and will provide rich rewards by fostering staff loyalty, retention and high performance. Mentorship can serve as an important on the job training and development tool for career success.~~

Objective:

- ~~1. To provide one-on-one support by experienced professionals to improve the overall performance and champion career development for less experienced nurses and nursing students.~~

Eligibility:

~~Mentor: Mentors are knowledgeable individuals who are willing to share their expertise with the next generation of nurses. To become a Mentor, an applicant should be at the Clinical Scholar level of the Clinical Ladder program, must be nationally certified, and must demonstrate strong interpersonal skills. Mentors must have a minimum of three (3) years of experience as an RN.~~

~~The process for becoming a Mentor will include:~~

- ~~• Completion of an application, self assessment and bio~~
- ~~• Recommendation from Manager/Peer~~
- ~~• Attendance at a training program to develop mentoring skills~~
- ~~• Commitment to mentor at least one mentee/protégé for one year~~

~~Protégé or Mentee Eligibility: Any nurse may request a mentor after completing the three-month orientation period. New nurses are encouraged to request a mentor once the preceptorship has ended. Mentorship's are also available for student nurses who complete the Summer Student Nurse Externship Program and students who are sponsored by the Hospital in an approved partnership program.~~

Process for Mentoring Relationship:

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- ~~1. Mentors are selected~~
- ~~2. Mentor Skill Training Program initiated~~
- ~~3. Nurse/Nursing Student requests a mentor~~
- ~~4. Mentors/Mentees are matched~~
- ~~5. Mentor/Mentee pair meets to develop goals and review expectations~~
- ~~6. Action Plan developed~~
- ~~7. Mentor/Mentee pair meet face to face initially twice per month, and engage in two (2) additional contacts per month (which may be face to face, or by telephone or email) to discuss mutually agreed upon goals~~
- ~~8. Mentors submit monthly progress reports~~
- ~~9. Length of mentorship will be one (1) year~~
- ~~10. Final evaluation of mentor and mentee conducted~~
- ~~11. Program impact of mentorship on mentor and mentee addressed~~

~~Maximum number of mentees per mentor: 2 per year~~

~~Beginning July 1, 2005, an employee selected for the Mentorship program shall receive \$2,000.00 bonus divided into two (2) equal payments six (6) months apart per year.~~

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JSUMC Non-Economic Proposal #15

Article 10.04 Credit Union

~~The Hospital shall continue to provide the service of a credit union as currently exists.~~

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Date: 7/14/2025

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JSUMC Non-Economic Proposal #17**2.01 Recognition:**

The Hospital recognizes the Union as the exclusive collective bargaining representative of every employee covered by this Agreement.

The Hospital shall provide the Union with a complete, alphabetized list of bargaining unit employees. Such list shall include the name, address, telephone number, unit, classification, status, hourly rate of pay, gender, race, and employee ID number, ~~and the last four (4) digits of the employee's Social Security number. One (1) year from the signing of this Agreement, the Employer will include only the last four (4) digits of the employee's social security number in place of the full social security number. Two (2) years after the signing of this Agreement, the Employer will no longer be required to provide the last four (4) digits of the employee's social security number.~~ Such list shall be updated every three (3) months.

Each month a list of new employees, the employee's name, address, telephone number, hourly rate of pay, gender, race, employee ID number, classification, status, shift, and unit assignment ~~and the last four (4) digits of the Social Security number~~ will be forwarded to the Union.

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JSUMC Non-Economic Proposal #19**Article 8.03 Holiday Requirement**

Full-time employees may be required to work up to three (3) holidays in a calendar year and shall be paid for six (6) holidays. Full-time employees with 30 years or more BU seniority may be required to work only two (2) holidays of their choice per calendar year shall be paid for six (6) holidays. One of the two Holidays must be on Christmas or New Years.

Part-time benefit-eligible employees may be required to work up to two (2) holidays in a calendar year and will be paid for two (2) holidays. A Part-Time Benefit Eligible employee with 30 years or more BU seniority may be required to work only one (1) holidays of his/her choice in a calendar year and will be paid for two (2) holidays. If a part-time benefit-eligible employee works three (3) holidays, they will be paid for three (3) holidays. The Holiday must be Christmas or New Years.

Part-time benefit-eligible employees shall work regularly scheduled hours on holiday weeks when holiday time is not paid (i.e., employee normally works three (3) eight (8) hour shifts per week, he/she is required to work three (3) eight hour shifts per week during four (4) out of the six (6) designated holidays. This includes departments that are closed on holidays.

Part-time non-benefit-eligible employees shall not be required to work a holiday. Full-time and part-time benefit-eligible employees may be required to work either Christmas or New Year's Day, but only if needed. No employee shall be required to work both Christmas and New Year's day within an eight (8) day period. Bargaining unit employees shall alternate working Christmas and New Year's on a year to year basis in departments open on such holidays.

Employees shall not be required to work Thanksgiving and Christmas in the same season.

The holiday year for the purpose of scheduling shall be May 1st through April 31st.

Requests for holidays to be worked shall be submitted by ~~April~~February 1st of that year. The manager will post the holiday schedule by ~~February~~April 15th. An employee's holiday work requirement shall be considered satisfied in such cases when another employee volunteers to work on their scheduled holiday provided that:

- a) It does not result in additional overtime payment to the employee who volunteers,
- b) Such time is additional to the holiday requirements of the employee who volunteers or last assigned holiday rotation
- c) Holiday logs shall be kept.

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An employee who works a holiday(s) in addition to his/her requirement, shall not be relieved of the Christmas/New Year's work obligations.

Departments open regular hours for holidays: The Manager of each unit will post a blank eight (8) hour schedule six (6) weeks before the posting of the schedule which includes the holidays, Christmas and Thanksgiving. Employees will be allowed to work eight (8) hour shifts provided all shift are appropriately covered. A decision will be made concerning the eight (8) hour shifts four (4) weeks prior to the posting of the schedule.

Employees may utilize benefit time to make up normally scheduled time above eight (8) hours if they so desire

Departments closed with on-call coverage for holidays:

** OR: see section 3.08A(6) and 3.08B - Staffing / C - Alternative Staffing Standards / 2 Staffing OR)

- (a) Holiday On-call assignments shall be equally divided among all staff. In situations where holiday time is unequal, the on-call will be assigned in order of reverse seniority on a rotating basis. A holiday log shall be kept.
- (b) Holiday On-call shall be assigned for the six contract recognized holidays.
- (c) Each department will determine a fair system of rotating holiday assignments amongst staff. No employee shall be assigned a repeat holiday until each employee has been assigned said holiday.
- (d) Staff may trade or give away holiday on-call assignments but the manager must be notified in writing of the agreement between both parties, including signatures. The employee voluntarily accepting the on-call assignment is responsible for the holiday assignment. The holiday assignment of the employee giving away the call shall be considered satisfied.
- (e) The original assignment sheet will be maintained for subsequent scheduling purposes and any changes in assignments shall be reflected on the posted holiday call sheet. Voluntary switching of assignments does not alter the rotational system.

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- (f) The holiday schedule will be posted as per contract.

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Kate Luriani
Date: 9/15/2025

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Date: 9/15/25

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JSUMC Non-Economic Proposal #18**Article 7.05 Sleep Time:**

- A. On-call employees who are mandated by management to be on-call for a shift immediately preceding their regularly scheduled work day may be entitled to paid sleep time in the following manner:

Employees who work four (4) continuous hours or more anytime within the eight (8) hour window preceding the start of their shift shall be granted paid sleep time equal to the hours worked. At the employee's option, the employee may leave early or come in late equal to the hours worked prior to their schedule shift. The timing of the hours off can be changed by mutual agreement of the Employee and the Employer. Employees who work four (4) or more hours preceding the next contiguous shift may be entitled to a full sleep day when opting to use their own PTO time.

- B. If on-call employees need a room to sleep, they should notify the Nursing Supervisor and the supervisor shall assign an available room. ~~for example: Rooms on Ackerman 5 East are the best option for nights and weekends.~~

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JSUMC Non-Economic Proposal #25**Article 5.10 Posting of Positions and Transfers:**

In the event the Hospital intends to fill a bargaining unit (BU) job including Per Diem position or create a new job, which would be applicable to the bargaining unit, the Hospital shall post notice of such available position and employees may apply for such positions as follows:

A. Via the on-line talent management system, <https://internal-hackensackmeridianhealth.icims.com>, by completing an online transfer application. New job postings, transfers and open positions shall be sent to the union in a monthly report. In addition, the posted positions shall include:

1. The minimum educational and clinical requirements, (also see section 3.04 D 3(c))
2. Hours of work, which shall be posted as days, evening or nights and,
3. Other requirements for the position such as on-call or weekend obligation
4. Required credentials and necessary experience for posted positions shall not be arbitrarily changed.

The Hospital agrees to post vacancies as soon as they are anticipated. An employee (including those who are on leave of absence or who are ill) desiring to apply for positions shall notify the nurse recruiter via electronic transfer application.

Provided applications have been received, the Hospital will make every reasonable effort to activate the interview process once the job has been posted and to select a candidate within fourteen (14) calendar days from the expiration of the seven (7) day posting period.

The position will be posted internally for seven (7) days. The Hospital shall give first consideration to all bargaining unit employees applying for the position and may then consider other persons. Effective no later than December 1, 2013, the department manager shall interview the three most senior BU employees applying for the position within two (2) weeks after the seven (7) day posting period. In the event that the offer is not extended to one (1) of the top three (3) applicants, interviews will continue in seniority order. All employees who applied for the position shall be given notice as to the status of their application and whether or not they will be interviewed within the two (2) weeks after the seven (7) day posting.

In the event the RN meets the preferred clinical qualification(s) (excluding degrees and certifications for internal candidates) of the position, they will be considered more qualified. If there's no difference in the qualification of one (1) or more such applicants to perform that work, the Hospital shall award that position to the bargaining unit employee with the greatest bargaining unit seniority. Bargaining unit employees with equal qualifications and ability shall

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be given preference over persons not already in the bargaining unit in the selection process. Before a job offer is made to a non-bargaining unit applicant the employer shall notify the union and will meet within forty-eight (48) hours if requested.

Once an employee has been granted the position, generally, the maximum period that an employee may be retained in the current position is four (4) weeks unless mutually agreed upon for extension beyond that period. Employees on a leave of absence may be granted an internal transfer only if they are returning to work from the leave of absence within four (4) weeks. Only team members in good standing (defined as having no active level 1 "final warning" on file, and/or no level 2 infractions within the past 2 years) shall be considered for any vacancy. An employee who has an active Level 1 discipline "final warning" shall not be eligible to bid on job vacancy for twelve (12) months from date of issuance. An employee who has an active Level 2 discipline shall not be eligible to bid on a job vacancy for two (2) years. This restriction may be waived by mutual agreement.

In the event there is no qualified applicant for the position within 30 days from the day of posting, then the employer shall award the position to any other interested BU employee who is on has achieved level IV of the Registered Nurse Clinical Advancement Program CARE Scholar, is nationally certified, and has a performance evaluation score of 2.5 or greater in the most recent evaluation and no current progressive disciplines. The Employer will provide the necessary training. In the event there are two or more similarly situated employees, the employee with the most BU seniority shall be given the position.

Employees not selected for the open position shall be given, upon their request, the reasons in writing.

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Katee Luriani

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Date: 7/24/25

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JSUMC Non-Economic Proposal #26**3.07 STAFFING PERIOPERATIVE DEPARTMENTS: Prep Area; Operating Room (OR); PACU; Endoscopy and ASC****2. PERIOP PACU Staffing****a. PERIOP - includes both the PACU and PREOP departments.****a.b. PACU-PERIOP Weekdays:** The PERIOP-PACU will be sufficiently staffed 24/7 week days as per the American Society of PeriAnesthesia Nurses ("ASPAN") standards.**b.c. PACU-PERIOP On-call.** PERIOP on-call will be rotated and assigned as per ASPAN standards.**e. PACU Weekend On-Call:** PACU weekend call will be rotated and assigned as per ASPAN standards.**d. Each PACU on-call team will be staffed with two (2) RNs.****e. PACU-PERIOP Holiday On-Call:** (12 hour shifts: 7am-7pm and 7pm-7am)

- i. Holiday On-call assignments shall be equally divided among all staff. In situations when holiday time is unequal, the extra on-call will be assigned in order of reverse seniority on a rotating basis.
- ii. A holiday on-call log will be kept.
- iii. Holiday On-call shall be assigned for the six contract recognized holidays plus Christmas eve and New Year's Eve.
- iv. The holiday schedule will be posted as per contract.

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JSUMC Counter to New Side Letter ED Voluntary On-Call

If all other internal staffing resources have been deployed, provided nurses have signed up for the voluntary on-call list, the Hospital will follow the guidelines below for voluntary on-call.

The number of patients in Pod B will be measured at the 90-minute mark prior to the shift start time (ex. 5:30 a.m., 9:30 a.m., 1:30 p.m., 5:30 p.m., 1:30 a.m.)

The on-call RN will be utilized in Pod B when the total number of patients in Pod B reaches the following:

- 31-35: Call in RN #1
- 36-40: Call in RN #2
- 41-45: Call in RN #3

~~Any RN that is called in will be assigned excess patients that are out of the normal designated assignments.~~

~~In addition, on-call RNs will be utilized as needed for the following:~~

- ~~1. Excess ICU patients/increased acuity~~
- ~~2.1. To split above assignment when patient assignment exceeds 6 patients~~

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Katie Luma

Date: 9/5/2025

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