

Negotiations Update

Hackensack Meridian Health
July 8, 2020

JSUMC nurses ratify new contract with HMH

We are pleased to announce the Health Professionals and Allied Employees Local 5058 ratified a new contract for about 1,200 nurses at Jersey Shore University Medical Center on Tuesday.

The HMH and JSUMC local union bargaining committees have worked hard since April to reach an agreement that puts patients first while creating a supportive and safe environment for all team members.

JSUMC nurses are now sharing the same wage increases provided across the network.

Below are some of the details of the contract JSUMC nurses ratified. Nurses at Southern Ocean Medical Center recently ratified a similar contract. The core economic components, such as wages, benefits and differentials, are identical.

- A market-competitive pay increase that brings nurses to the same wage scale as all other HMH RNs in the region. The new base rate incorporates add-ons for float pool, education and certification in recognition of the experience and dedication of our nurses. Nurses will soon receive their new wage rate from their nurse manager with an explanation regarding its calculation based on each nurse's years of experience survey response.
- A 3 percent across the board pay increase built into the base rate calculations in the first year of the contract following the same process used to calculate compensation for all other HMH RNs in 2020.
- A new annual pro-rated bonus of \$2,500 for national certification and pro-rated bonuses of up to \$4,000 for nurses at the top of the new clinical ladder, which is standard across HMH. The annual bonuses are on top of the new base rate with current differentials included.
- Increased differentials for MSN, preceptor and charge pay to match the pay for all other RNs in the region.
- Guidelines for floating nurses to ensure they work in units where they are competent and have the same clinical skill sets to provide greater flexibility of resources and more opportunities for team members.
- Increasing tuition reimbursement to \$5,250 for full-time nurses and \$2,625 for part timers, which matches the benefits currently provided to all other HMH team members.

For more information, visit hmh2020negotiations.org. You also may contact your staff representative for HPAAE Local 5058 at JSUMC at (732) 774-9440, ext. 215.



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We are required by law to deal with HPAAE on your behalf, and we will continue to do so. We will negotiate only with the union, not with individual team members.