



Summary of Contractual Benefits for Collective Bargaining Agreement Expiring June 30th, 2026

Local 4-200

1. **Union membership eligibility begins the first day of the month following completion of 90 days probation.** For example, if your first day is **March 21st**, your probation ends after 90 days on June 19th. You will be eligible to join the first day of the following month, in this case **July 1st**.
2. **Grievance Procedure and General Representation**
 - a. A multi-tiered procedure for the resolution of disputes with management, pertaining to the contract. Grievances are handled by your trained union officers, as well as full-time union representatives and legal professionals from the district.
 - b. **Weingarten Rights:** Your right to union representation when being investigated for or threatened with disciplinary action.
 - c. You are a **union member**, not an **at-will employee**. The company cannot terminate you without cause.
3. **Safety:** The nurses of Local 4-200 have a collective voice in all matters of safety.
 - a. **Collaborative Staffing Practice Council:** addresses issues relating to staffing safely.
 - b. **Protest of Assignment:** Official procedure to document unsafe conditions due to acuity of assignment, inadequate skill-mix, insufficient licensed or unlicensed staff, or misalignment with staffing ratios. These documents can protect your licenses.
 - c. **Contractual Enforcement of Staffing Ratios:** Our most recent contract successfully codified enforcement of **nurse-patient ratio minimums**. When consistently out of alignment with ratios, *the Hospital faces financial penalties. (Article 29.4)* This is to encourage a *proactive staffing plan* as opposed to *reactive*.
4. **Floating and Downsizing**
 - a. RNs may only be floated to and from areas agreed upon as appropriate. **(Article 30.10)**
 - b. Nurses will be floated in the following order: Volunteers, Travelers, Per Diem/Float Pool, Overtime/Extra Shifts, and lastly regularly scheduled RNs. **(Article 30.1)**
 - c. Probationary RNs cannot be floated **(Article 3.5)**
 - d. Union RNs can only be downsized voluntarily on their *regularly scheduled shifts*. Management cannot choose to cancel you or send you home due to low census.
5. **Seniority:**
 - a. Seniority is honored in most situations; including layoffs and scheduling.
 - b. Longevity differential will be given to any RN continuously employed at RWJUH for 10 years or more, in increasing intervals over time. **(Article 6.5)**
6. **Wages:**
 - a. Guarantee of corresponding wage rate for number of years of experience. **(Article 6)**
 - b. Guaranteed annual raises of 3.5% (Effective July 1st of each contract year)
 - c. Guaranteed differentials, including: evening/night shift, on-call, float pool, charge, preceptor, clinical ladder, certifications, and advanced degrees. **(Article 6)**

7. Overtime and Mandatory Education:

- a. Overtime will be paid at a rate of 1.5x your regular rate of pay, inclusive of any applicable differentials, to any RN who has worked over 40 hours in any work week. **(Article 7.3c)**
- b. Mandatories are considered time worked. All reasonable attempts will be made to provide adequate time for completion of such mandatories. Written requests to complete them after worked hours can be made to your nursing director. **(Article 24.3)**

8. Breaks: RNs are entitled to a 15-minute paid rest period for each 4 hours worked, and to one unpaid 30-minute meal break per 8 hour shift. **(Article 7.4a & 7.4b)**

9. Scheduling: The Hospital shall post the work schedule at least 4 weeks in advance. **(Article 7.5)**

10. Sick Time and Bereavement:

- a. Accrual is based on hourly status and is prorated. Full-time employees receive 96 hours annually. **(Article 11)**
- b. You have up until 3 hours before your shift to call out sick. **(Article 11.3)**
- c. Weekends must be made up at a mutually agreeable time within two posted schedules beyond the current one, with a few exceptions. **(Article 7.10)**
- d. RNs may use **one PTO day** per calendar year as an unscheduled absence due to a **personal emergency**, unless an emergency situation has been declared by the Hospital. **(Article 9.9)**
- e. **Bereavement:** RNs are entitled to three (3) working days absence in the event of the death of the RN's parent, spouse, sibling, or child. (Inclusive of step-relatives and current in-laws) These days must be taken consecutively and within 7 calendar days of the day of death or day of the funeral and cannot be split or postponed. **(Article 12.3)**

11. Paid Time Off: Different accrual rates depending on full-time vs part-time status. **(Article 34)**

- a. PTO is paid at your wage rate plus any differentials you would be entitled to.
- b. Approvals are subject to seniority and the staffing needs of the Hospital.
- c. Deadlines for vacation requests:

Vacation Period	Deadline to Request	Approval/Denial Deadline
May 15 - Sept 15	March 15th	April 15th
Sept 15 - Dec 15	June 15th	July 15th
Dec 15 - Feb 15	September 15th	October 15th
Feb 15 - May 15	November 15th	December 15th

12. Holidays: Seven (7) holidays: New Years Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. **(Article 9.1)**

13. Benefits Package: Competitive Medical, Dental, Vision, and Life insurance

14. Retirement: 403(b), with escalating company contributions starting at 2 years of service. **(Article 15)**

15. Tuition Reimbursement: Maximum of \$5250 per calendar year toward BSN. **(Article 24.2)**

16. Miscellaneous:

- a. Uniform allowance: \$150 credit applied to paycheck in February each year. **(Article 16)**
- b. Effective January 1, 2024: Parking fees will be refunded if you have no sick calls for the month. **(Article 31)**

Visit **USW4200.org** for additional resources, including the full contract. Everything on this list (and more) is bargained for, on your behalf, by your union committee and representatives, and voted on by members like YOU. These and all other contractual benefits cannot be changed or eliminated by the Hospital without first bargaining with the union.