



Local 4-200 Memorandum of Agreement With RWJUH
Tentative Agreements June 27, 2026

- 1. Term of Contract – 3 years**

- 2. Article 6.1, 6.2, 8.2: Across the Board Wage Increases**
Effective July 1, 2026 – 3.0%
Effective July 1, 2027 – 3.0%
Effective July 1, 2028 – 3.0%
 - Market Rate Adjustment at steps 3 (5%), 4 (6.5%), 5 (6.7%), 6 (6.9%) , 7 (7.1%) and 8 (7.4%)

- 3. Article 6.9 -- Increase preceptor pay differential to \$3.50 per hour. (pg. 12)**

- 4. Total Well Being Provisions:**
 - a. 401(K) effective October 1, 2026 (so long as ratified by 7/10/2026) - with added provision that employees at YOS 29, 34, 41 in the current 403(b) plan get a one-time payment of \$600 on 1/1/2027;
 - b. Paid Parental Leave Supplement;
 - c. Paid Short Term Disability Supplement;
 - d. Long Term Disability Benefits Plan for employees working a minimum of 20 hours per week;
 - e. Life Insurance increased to 1.5 x Salary

- 5. Reduction in PTO Hours - “One Week” (prorated hours)**
 - a. Effective January 1, 2027
 - b. Holidays “front loaded”
 - c. Adjust the vacation/PTO charts; modify Article 9.1; and modify the 96 hours to 56 hours in Article 34 - second paragraph).

- 6. Union waiver of NJESL effective 1/1/2027**

- a. 11.3 modified as follows: “To be eligible for benefits under this Article, an employee who is absent due to illness or injury for herself/himself or an immediate family member must notify a nursing supervisor...”
7. Continue staffing reward in Article 29 for the term of this agreement.
8. Within three (3) months, the Hospital will provide a presentation to bargaining unit members in the Omnia Plan regarding the benefits of the Aetna Plan, so that group of bargaining unit members may determine whether they wish to abolish the Omnia Plan and transition to the Aetna Plan during the open enrollment period.
9. The parties will prepare a joint summary of the terms of the entire Memorandum of Agreement for purposes of clarity and encouraging ratification.
10. All other matters, other than those changed by T/A herein or by prior T/As reached during these negotiations, shall remain the same (however, the parties shall update all dates where appropriate).
11. Correct the CBA to reflect 26 stewards.

Tentative Agreements June 18, 2026

- U11. Article 7.5** – “The Hospital shall post the work schedules and shift assignments of employees at least four (4) weeks in advance; however, nothing contained herein shall be construed to limit the right of the Hospital to change or modify such work schedules or shift assignments as circumstances may warrant in the sole and exclusive opinion of the Hospital. Consideration will be given to seniority, skills, and competencies when management resolves a scheduling conflict. However, changes in the posted work schedules shall be by mutual agreement between the employee and the Hospital.”
- U14. Article 9.8** – “When a per diem is working on a unit for a holiday, the per diem will be downsized after regular staff, provided there will be the appropriate competencies and skills of the remaining staff on shift.”
- U20. Article 13.2** – Nothing herein shall prevent an employee from utilizing accrued benefit time, except sick leave, during some or all of this leave of absence.
- U28. Article 28** – EMPLOYEE HEALTH AND SAFETY

28.2 – The Hospital has an obligation to provide a reasonably safe and healthy environment consistent with accepted standards and current laws. To that end, the Union will appoint four (4) bargaining unit nurses to the Nursing Safety Committee and four (4) bargaining unit nurses to the Workplace Violence Committee. The Nursing Safety Committee, which will consist of Registered Nurses and members of Nursing Administration, will identify patient and nursing safety issues, including but not limited to occupational safety matters. The Workplace Violence Committee will identify and address issues involving violence in the Hospital and on Hospital property. The Committees will, respectively, review the Monthly Injury Report and the Workplace Violence Report and make recommendations for preventive measures. The Union will appoint two (2) Registered Nurses from the Nursing Safety Committee to participate on the Hospital Environment of Care Committee (“EOC”). The (2) appointed Registered Nurses will advise the EOC of the patient and nursing safety issues identified at the Nursing Safety Committee and suggest protocols and educational programs to the EOC. These protocols and educational programs may include but are not limited to: safe patient handling, latex allergies, and violence prevention. The EOC will create policies and direct educational programs related to staff and patient safety issues. Any policies developed regarding these issues will be provided to the Union consistent with Article 17.3.

Local 4-200 has the right to review and provide input for any protocol for any bargaining unit members working in a hazardous duty situation requiring HAZMAT level protection. Upon the Hospital’s activation of the Infectious Disease Response Team protocol, any professional registered nurse providing direct Infections Disease Response Team inpatient care will receive time and one half pay on their regular rate of pay for all hours worked on duty during this situation.

The Hospital will provide the Monthly Injury Report and the Workplace Violence Report to the Union. The Union shall be simultaneously notified of any accident that the Hospital is required to report to OSHA (29 CFR §1904). Nothing herein shall require the Hospital to share any information which must remain confidential or protected under law or regulation.

28.3: Victims of workplace violence incidents may experience medical, psychological, and legal impacts. The Hospital will make available appropriate support resources consistent with applicable policies and available programs, dependent upon the circumstances of the incident. Such resources may include referral to the Employee Assistance Program (EAP), occupational health services, security resources, or other available support services as determined by the Hospital.

28.4: To support best safety practices, the parties encourage employees to report workplace accidents, near misses, injuries, illnesses, symptoms or incidents.

U29. Article 29.1 – “Employees may choose to use any earned benefit time when downsized, except sick leave.”

U39. Article 39– TECHNOLOGY

39.1 The Hospital may utilize new technology, including Artificial Intelligence (“AI”), to support and enhance the delivery of patient care. Clinical decision- making shall remain under the professional judgment of licensed healthcare providers in accordance with applicable standards of care.

39.2 The Hospital will comply with all applicable federal and state laws regarding the collection, use, and protections of employee data, including biometric or location-related information, and will maintain appropriate safeguards to protect such data. Only AI tools and products approved by the RWJBH AI Committee can be used within the organization on work or personal devices with RWJBH information.

39.3 A. I. will be a standing item on the CPC agenda. All team members are to place a Service Now ticket for any concerns with an AI tool not in alignment with clinical judgment and it will be evaluated by the RWJBH AI Committee.

Tentative Agreements May 28, 2026

- U5. Article 5.1** – Seniority shall be calculated based on time as a registered nurse covered by this agreement. (pg. 6)
- U6. Article 5.3** -- The Hospital shall provide four (4) weeks’ notice to the Union in advance of any permanent layoff. (pg. 6)
- U8. Article 5.5(b)** -- Clean up: Replace “transfer request form in writing” (which is no longer in use) with “electronically submit transfer request” (to read: An employee (including those on leave or those who are ill) desiring to apply for such positions shall electronically submit a transfer request within the seven (7) day posting time frame.). (pg. 8)
- U10. Article 6.7/Attachment 2** – Adopt Hospital’s final Certification Bonus chart.

NOTE: UNION WILL ACCEPT HOSPITAL’S PROPOSAL SO LONG AS EMPLOYEES CURRENTLY RECEIVING CERTIFICATION BONUSES (including Case Manager Certification) CONTINUE TO RECEIVE THEM.

SEE ATTACHMENT AT DOCUMENT END

- U15. Add Article 9.10** – A Registered Nurse who finds an RN to switch or otherwise obtains RN coverage for a required holiday, shall have their holiday requirement considered fulfilled subject to management’s approval. (pg. 22)
- U16. Article 10.3(c)** – Incorporate the following Vacation request guidelines. (pg. 24)

Vacation Period	Deadline to Submit Application	Reply to be Received By
May 15-Sept. 15	March 1	April 1
Sept. 16-Dec. 15	June 15	July 15
Dec. 16-Feb. 15	Sept. 15	Oct. 15
Feb. 16-May 14	Nov. 15	Dec. 15

U21. Article 18.1 – Revise subsection as follows:

The Hospital shall have the right to discharge, suspend, or discipline any employee in the bargaining unit for just cause.

Investigations that will result in discipline must be initiated and completed within thirty (30) days of when the direct supervisor became aware of the infraction.

The Hospital will notify the Union President or his/her designee in writing via email of any discharge or suspension within twenty-four (24) hours, excluding weekends, from the time of discharge or suspension.

The Hospital will make themselves available for a discipline review meeting for the employee and Union Representative within fifteen (15) working days of the discharge or suspension. Failure to meet this time limit will not alter the disciplinary decision.

U22. Article 20.5 – See U5; add: “unless parties mutually agree to increase the number of representatives that will attend the grievance meeting.” (pg. 39)

U26. Article 24.4 – Clean up: Art. 24.4 is listed twice; change second reference to 24.5. (pg. 43)

U25. Article 24.4 – Revise Certification Course Hours Grid as follows:

Course	Initial	Renewal
BLS	4 Hours	4 Hours
ACLS	12 hours	12 hours
PALS	14 hours	14 hours
NRP	11 hours	11 hours
**Stroke Education: 3 Acute SICU, MICU, PACU, RRT, 7T, RDU, 5N, Special Procedures, Critical Care Float Pool, Adult Medical	8 hours	8 hours

Surgical/Telemetry Float Pool, BMSCH-Pediatric Unit, Pediatric II (Adol)		
**Stroke Education for ED, CCU, CVICU, BMSCH-Children's Oncology, Ped Float Pool, Ped Transport, PICU, Peds ED and 4N	5 hours	5 hours
ENPC/TNCC	16 hours	16 hours
*Trauma Education for ED, Peds ED, PICU, PEDS, Adol, STICU, 3Acute	4 hours	4 hours
ONS-ONCC/APHON: Chemotherapy/Biotherapy	20 hours	7 hours
OB Certification	16 hours	16 hours
STABLE	11 hours	11 hours

*Applicable to nurses working in specialties

***3 NIHSS education hours count towards the total Stroke Education hours

U31. Article 29.4 (“Staffing Guidelines”) – Revise and add “one nurse care” guidelines as follows (otherwise maintain status quo):

- SCN 1:3, NICU charge RN and triage RN, separate assignments, will be free of a patient assignment unless staffing does not permit.
- L&D: Staffing needs in LABOR & DELIVERY are dynamic:
 - o 1:3 triage patients
 - o 1:2 cervical ripening patients
 - o 1:2 uncomplicated labor patients
 - o 1:1 unstable or complex labor patient
 - o 1:3 stable antepartum patients
 - o 1:1 surgical patient
 - o 1:1 PACU patient, until discharge criteria are met.
 - o 1:1 patient during second stage of labor
 - o 1:1 patient immediately post-delivery until stable (newborn to be cared for by newborn admission nurse or 2nd L&D nurse if admission nurse unavailable)
 - o 1:1 delivered couplet once mom and newborn determined to be stable
 - o 1:3 stable postpartum couplets if patients are being held in L&D
- MCC outpatient
 - o Dedicated charge nurse without assignment

- o 1:6 in acute infusion area
- o 1:12 fast track
- Medical Same Day, Non-oncology
 - o 1:6 High and Moderate Acuity Ratio (patients/RN)
 - o 1:8 Low Acuity Ratio (patients/RN)
 - o 2 Minimum Direct-Care RNs
 - o 1 Charge RN Added
- Pediatric Infusion
 - o 1:3
 - o Variables to consider for higher acuity:
 - Patient-based care needs: VS every 30 minutes for duration of treatment, labs every 30-60 minutes depending on treatment type
 - Treatment-based: treatment regimen, pre-medications, observation period, titration schedule, symptom mitigation interventions (reactions, hypotension, etc)
 - Personnel-based: 2 RNs on unit at all times
 - Only 5 patient care rooms (1 RN to 3 patients, 1 RN to 2 patients)

(pgs. 46-47)

U32. Article 29.4 – Strike entire paragraph beginning with “To achieve the level of staffing to help further address patient care needs...” (pg. 46)

U33. Article 30.1 – Update floating order to:

- (1) Volunteer RNs
- (2) Contracted RNs
- (3) Corporate Float pool
- (4) Per Diem
- (5) Concurrent
- (6) Float Pool RNs
- (7) Overtime
- (8) Extra Shifts
- (9) RNs

(pg. 49)

U41. Replace 6.10 And Side letter, dated August 26, 1991, and Modified: September 18, 2006, with:

When Management is informed by an employee that a payroll error has been made by the Hospital resulting in the employee being underpaid by an amount in excess of four (4) hours and that the employee cannot wait for the error to be corrected in the next scheduled pay, the Hospital will make its best efforts to issue a payroll adjustment payable to that employee within forty-eight (48) hours. In all other cases where a payroll error has been made, the Hospital will make its best effort to provide a payroll adjustment prior to the next pay period.

TENTATIVE AGREEMENT – MAY 11, 2026

Temporary Reassignment

Clinical Practice Areas

Adult Clinical Operations

Special Procedures	Medical Same Day (MSD)	Cardiodynamics	Same Day Cath Lab	Cardiac Cath Lab
MSD	Same Day Cath Lab	MSD	MSD	Special Procedures
Cardiodynamics		Same Day Cath Lab	Cardiodynamics	Cardiodynamics
Same Day Cath Lab			Cardiac Cath Lab Holding Only	Same Day Cath Lab
				MSD

- Assignments will be based on Nurses' knowledge, skills, competency, and level of care.
- All Nurses in the above areas may be reassigned to each area based on patients' needs.
- All Nurses may be reassigned in 2-hour blocks based on the needs of the patients.
- All Nurses may float within their pod and be given an assignment based on their competency which, for example, includes pre-admission calls, admission assessment IV's, completing documentation, medication administration, specimen collection, monitoring patients, discharge instruction.

Temporary Reassignment

Clinical Practice Areas

Adult Medical/Surgical

Med/Surg A	Med/Surg B	Med/Surg C	Med/Surg D
Surgical Unit – 9T	Medical Telemetry – 4 West	Medical Oncology/Bone Marrow Transplant – MCC 10	RDU

Neuroscience – 7T	Cardiology/MS – 4T	Hematology Oncology – MCC 9	Overflow Admissions Units (1T/5N AU)
Orthopedics – 2 East	Cardiology/MS – 5T	Surgical Oncology – MCC 8	ED Holds
RCU (Respiratory Care Unit)	Heart Failure/Transplant – 6T		6N
South Bldg. Medical Unit – SBMU	Cardiac Surgery Stepdown – 2Core		
4 North	Renal Transplant – 8T		
5N	4 East		

- Assignments will be based on Nurses’ knowledge, skills, competency, and level of care.
- All Nurses will be re-assigned to the holding areas based upon the needs of the patient.
- The Hospital will consider alternatives to avoid “double floats” when adequate personnel is otherwise available.

Temporary Reassignment

Clinical Practice Areas

Clinical Perioperative Services

Main OR	BMSCH OR	MCC OR	ASC OR	Endoscopy
ASC OR	Main OR**	Main OR	Main OR	Main OR*
MCC OR		ASC OR	MCC OR	BMSCH OR*
				ASC OR*
			Endoscopy*	MCC OR*

- * For endoscopy cases
- **For BMSCH – BMSCH admission criteria

Pre/Post Main***	Pre/Post MCC***	Pre/Post ASC***
Pre/Post MCC	Pre/Post Main	Pre/Post Main
Pre/Post ASC	Pre/Post ASC	Pre/Post MCC
PAT	PAT	PAT0

- ***Pre-op only goes to pre-op, post-op only goes to post-op.
- All Nurses in the above areas may be reassigned to each area based on patient needs.
- Assignments will be based on Nurses’ knowledge, skills, competency, and level of care, and along service lines.
- Unit orientation will be provided at the time of each reassignment.
- Hospital agrees to meet with the Union before implementing Main/MCC OR floats to ASC.

Temporary Reassignment

Clinical Practice Areas

BMSCH/Women’s Health

Pediatric Float Pool

(Can Float to entire Children's Hospital) (PED)

PICU	PEDS	ADOL	PHOC	PPP	NICU/ Special Care Nursery	CSD	Ped ED
PEDS	PICU (Med/Surg Only)	PICU (Med/Surg Only)	PICU	PICU	Mother/ Baby (Babies only)	PICU	
ADOL	ADOL	PEDS	PEDS	PEDS	PEDS < 2 years of age	PEDS	
PHOC	PHOC	PHOC	ADOL	ADOL	PICU	ADOL	
PPP	PPP*	PPP*	PPP*	PHOC		PPP*	
SCN	SCN						
NICU	Mother/Baby (Babies only)						
CSD	CSD	CSD		CSD			

- *Pre-op ONLY, not post-op.
- Assignments will be based on Nurses' knowledge, skills, competency, and level of care.
- All Nurses may be reassigned to the holding areas based upon the needs of the patient.
- All Nurses may be reassigned to non-preference care areas based on staffing needs.

Temporary Reassignment

Clinical Practice Areas

Adult Critical Care/Emergency Department

MICU	CCU	CVICU	Neuro ICU	Trauma ICU	ED
7T IMC	5N IMC	PACU	7T IMC	9T IMC	RDU Ground
4 East IMC	6T East IMC	2 Core IMC	PACU	PACU	RDU South
RCU IMC	RCU IMC	6T IMC	MCC 8 IMC	MCC 8 IMC	
5N IMC	SBMU IMC		9T IMC	2 East Ortho IMC	
SBMU IMC					

- Assignments will be based on Nurses' knowledge, skills, competency, and level of care.
- IMC – Intermediate Care Units on respective units.
- All critical care areas can be reassigned to other critical care areas.
- All Nurses may be reassigned to the holding areas based upon the needs of the patient.

Temporary Reassignment

Clinical Practice Areas

Women's Health

Mother/Baby	Labor & Delivery (L&D)	Antepartum
Antepartum	Antepartum	L&D

SCN	Mother/Baby	Mother/Baby
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- Assignments will be based on Nurses' knowledge, skills, competency, and level of care.
- All Nurses may be reassigned to the holding areas based upon the needs of the patient.
- All Nurses may be reassigned to non-preference care areas based on staffing needs.

This Agreement will be recommended by the bargaining committee and is subject to ratification by the USW Local 4-200 membership.

ATTACHMENT 2 (Certifications)

Suggested Language for Article 6.7

For all floors that have Intermediate Care Units (IMCs), including Emergency Room, PCCN certification is accepted.

Float Pools (Med-Surg/Telemetry, Oncology, Critical Care and Pediatric) accept specialty certifications for areas that they are floated to.

Certification not listed below and are administered by a national recognized nursing association will be reviewed and agreed upon for bonus payment by the union and hospital leadership. Validation of certification is required as requested.

The certifications for which the bonus will be paid are as follows:

ADULT MEDICAL/SURGICAL

9T Trauma/Vascular Surgery

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

8T /Hemodialysis

- American Nephrology Nurses Association (CNN)
- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

7 Tower Neuroscience

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Board of Neuroscience Nursing (CNRN)
- American Board of Neuroscience Nursing (SCRN)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

6T & 2C Cardiothoracic Surgery

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses (PCCN)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

4T Medical Cardiology

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

5T Medical Cardiology

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

4W Medical Cardiology

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Nurses Credentialing Center-Gerontological Nursing Certification (GERO-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

4East Medical Surgical/IMC

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses (PCCN)

4North Medical Surgical

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

5North IMCU

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses (PCCN)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

SBMU Medicine/Telemetry

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

2East

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- National Association of Orthopedic Nurses (ONC)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

RCU Pulmonary

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses (CCRN)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

RDU

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses (PCCN)
- Medical-Surgical Nursing Certification Board- Certified Medical-Surgical Registered Nurse (CMSRN)

ONCOLOGY

10 MCC Medical Hematology/BMTU

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Oncology Nursing Certification Corporation (OCN, TCTCN or AOCN)

9 MCC Medical Oncology

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Oncology Nursing Certification Corporation (OCN or AOCN)

8MCC Surgical Oncology/Urology Med-Surg

- American Nurses Credentialing Center (RN, C)
- Oncology Nursing Certification Corporation (OCN or AOCN)
- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Nephrology Nurses Association (CNN)

Oncology Outpatient Clinics

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Oncology Nursing Certification Corporation (OCN or AOCN)
- CBCN – Certified Breast Care Nurse
- CHPN – Certified Hospice and Palliative Care

Oncology Outpatient Infusion

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)

- Oncology Nursing Certification Corporation (OCN or AOCN)

Radiation Oncology

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Oncology Nursing Certification Corporation (OCN or AOCN)

ADULT CRITICAL CARE

MICU

- American Association of Critical Care Nurses- Adult (CCRN)

CCU

- American Association of Critical Care Nurses- Adult (CCRN)
- American Association of Critical Care Nurses- Cardiac Medicine (CMC)

Shock Trauma Unit

- American Association of Critical Care Nurses- Adult (CCRN)

CVICU

- American Association of Critical Care Nurses- Adult (CCRN)
- American Association of Critical Care Nurses- Cardiac Surgery (CSC)
- American Association of Critical Care Nurses- ECMO Micro Credential
- ELSO Adult ECMO Certification (E-AEC)

3 Acute

- American Association of Critical Care Nurses- Adult (CCRN)
- American Board of Neuroscience Nursing (CNRN)
- American Board of Neuroscience Nursing (SCRN)

BMSCH

Pediatrics

- American Nurses Credentialing Center- Pediatric Certification (PED-BC)
- Pediatric Nursing Certification Board (CPN)
- Oncology Nursing Certification Corporation (CPON)
- American Association of Critical Care Nurses-Pediatric (CCRN)

Adolescents

- American Nurses Credentialing Center- Pediatric Certification (PED-BC)
- Pediatric Nursing Certification Board (CPN)
- Oncology Nursing Certification Corporation (CPON)
- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)

Pediatric Hematology/Oncology

- Pediatric Nursing Certification Board -Certified Pediatric Nurse (CPN)

- American Nurses Credentialing Center- Pediatric Certification (PED-BC)
- American Association of Critical Care Nurses-Pediatric (CCRN)
- Oncology Nursing Certification Corporation- Certified Pediatric Oncology Nurse (CPON)
- Oncology Nursing Certification Corporation- Certified Pediatric Hematology Oncology Nurse (CPHON)
- Oncology Nursing Certification Corporation -Transplant and Cellular Therapy Certified Nurse (TCTCN)
- Oncology Nursing Certification Corporation -Bone Marrow Transplant (BMTCN)
- Infusion Nurses Society (CRNI)

Pediatric Pre/Post Anesthesia

- American Society of Post Anesthesia Nurses (CPAN)
- American Association of Critical Care Nurses -Pediatric (CCRN)
- American Nurses Credentialing Center- Pediatric Certification (PED-BC)
- Pediatric Nursing Certification Board (CPN)

Children's Same Day

- Oncology Nursing Certification Corporation (CPON)
- American Association of Critical care Nurses (CCRN)
- American Nurses Credentialing Center-Pediatric Certification (PED-BC)
- Pediatric Nursing Certification Board (CPN)
- Infusion Nurses Society (CRNI)
- Vascular Access Certification Corporation (VA-BC)

PICU

- Pediatric Nursing Certification Board (CPN)
- American Association of Critical Care Nurses- Pediatric (CCRN)
- American Nurses Credentialing Center- Pediatric Certification (PED-BC)
- Oncology Nursing Certification Corporation -Transplant and Cellular Therapy Certified Nurse (TCTCN)
- Extracorporeal Life Support Organization ECMO, (E-NPEC)

Pediatric ED

- American Association of Critical Care Nurses (CCRN)
- Board of Certification for Emergency Nursing- Certified Pediatric Emergency Nurse (CPEN)
- Board of Certification for Emergency Nursing -Trauma Certified Registered Nurse (TCRN)
- Pediatric Nursing Certification Board (CPN)
- American Nurses Credentialing Center- Pediatric Certification (PED-BC)

Pediatric Transport

- American Association of Critical Care Nurses (CCRN)
- Board of Certification for Emergency Nursing- Certified Transport Registered Nurse (CTRN)
- Board of Certification for Emergency Nursing- Certified Pediatric Emergency Nurse (CPEN)
- National Certification Corporation (C-NPT)

Pediatric OR

- Competency & Credentialing Institute (CNOR)
- Competency & Credentialing Institute (CFPN)
- National Assistant at Surgery Certification (CRNFA)

NICU

- National Certification Corporation-NICU (RNC-NIC)
- American Association of Critical Care Nurses (CCRN-Neonatal)
- National Certification Corporation (C-ELBW)
- National Certification Corporation (C-NPT)
- Extracorporeal Life Support Organization ECMO, (E-NPEC)

EMERGENCY SERVICES

Adult Emergency Department

- Board of Certification for Emergency Nursing (CEN)
- Board of Certification for Emergency Nursing (TCRN)
- American Association of Critical Care Nurses (CCRN)

Emergency Screening

- American Nurses Credentialing Center-Psychiatric Mental Health Nursing Board Certification (PMH-BC)

PERIOPERATIVE SERVICES

Operating Room

- Competency & Credentialing Institute (CNOR)
- Competency & Credentialing Institute (CFPN)
- National Assistant at Surgery Certification (CRNFA)

PACU

- American Board of Perianesthesia Nursing Certification, Inc. (CPAN)
- American Association of Critical Care Nurses (CCRN)

Same Day Surgery Suite

Pre-Op

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Board of Perianesthesia Nursing Certification, Inc. (CPAN)
- American Board of Perianesthesia Nursing Certification, Inc. (CAPA)

PACU

- American Board of Perianesthesia Nursing Certification, Inc. (CPAN)
- American Board of Perianesthesia Nursing Certification, Inc. (CAPA)

Operating Room

- Competency & Credentialing Institute (CNOR)
- Competency & Credentialing Institute (CFPN)
- National Assistant at Surgery Certification (CRNFA)

PERINATAL SERVICES

3 Tower, 2W, L&D, Nursery –

- National Certification Corporation (RN, C-Inpatient Obstetrics)
- National Certification Corporation (RN, C-Low Risk Neonatal Nurse)
- National Certification Corporation (RN, C-Maternal Newborn Nursing)
- National Certification Corporation (RN, C-Electronic Fetal Monitoring)
- American Nurses Credentialing Center (RN, C-High Risk Perinatal Nurse) certification retired, grandfathered until expiration
- American Nurses Credentialing Center (RN, C-Maternal Child Nurse) certification retired, grandfathered until expiration
- American Nurses Credentialing Center (RN, C-Perinatal Nurse) NICU certification retired, grandfathered until expiration
- National Certification Corporation – High Risk Obstetric Nurse (RNC-NIC) certification retired, grandfathered until expiration
- American Association of Critical Care Nurses- Neonatal (CCRN-RN, C)

OPERATIONS

Ambulatory Services/Endoscopy Suite

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses -Adult (CCRN)
- American Board for Certification of Gastroenterology Nurses (CGRN)

Employee Health Services

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)

Radiology Department/Special Procedures

- American Association of Critical Care Nurses (CCRN)
- American Association of Critical Care Nurses (PCCN)
- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- Radiologic Nursing Certification Board, Inc. Certified Radiology Nurse (CRN)
- National Certification Board of Pediatric Nurse Practitioners and Nurses (CPN)
- Certified Emergency Nurse (CEN); Emergency Nurses Association

Cardiodynamics/Cath Lab

- American Association of Critical Care Nurses Adult (CCRN)
- American Association of Critical Care Nurses (PCCN)

Cath Lab Cert

- American Nurses Credentialing Center-Med-Surg Certification (MEDSURG-BC)
- American Association of Critical Care Nurses (PCCN)
- American Association of Critical Care Nurses (CCRN)

Case Management

- American Nurses Credentialing Center—Nursing Case Management Certification (CMGT-BC)
- Commission for Case Management Certification (CCMC)