



Summary of Contractual Benefits for Collective Bargaining Agreement Expiring June 30th, 2029

Local 4-200

1. **Union membership eligibility begins the first day of the month following completion of 90 days probation.** 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. **Union membership meetings are normally held on the 1st Thursday of the month. Odd numbered months are at 8pm (2000), even numbered months are at 8am (0800).**
3. **Grievance Procedure and General Representation**
 - a. A multi-tiered procedure for the resolution of contract disputes. 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.
4. **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:** In 2023, our 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*.
 - d. Union actively involved in all matters of **workplace safety** via multiple committees.
 - e. **Contractual guardrails for AI and new technologies in our workplaces.**
5. **Floating and Downsizing**
 - a. RNs may only be floated to and from certain areas. **(Article 30.10)**
 - b. There is a prescribed floating order: Union RNs are floated last, and when they do those who are working extra shifts/OT go first. **(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 force you to accept a flex or cancellation due to census.
6. **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)**
7. **Wages: (Article 6)**
 - a. Guarantee of corresponding wage rate for number of years of experience.
 - b. Guaranteed annual raises of 3% (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.

8. Overtime and Mandatory Education:

- a. Overtime is paid at a rate of 1.5x your regular rate of pay, inclusive of any applicable differentials, for all hours worked past 40 in a 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 mandates. Written requests to complete them after worked hours can be made to your nursing director. **(Article 24.3)**
- c. Compensation for time worked towards certain required **certification courses (BLS, ACLS, PALS, etc.) regardless of if taken externally or not. (Article 24.4)**

9. 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)**

10. Scheduling: Work schedules must be posted at least 4 weeks in advance. **(Article 7.5)**

11. Sick Time and Bereavement: (Article 11)

- a. Full-time (40 hours per week) employees receive 96 hours annually. Accrual for all others is prorated based on hourly status (90% for 36 hours, 60% for 24, etc.)
- 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). **(Article 12.3)**

12. Paid Time Off: Different accrual rates for full-time vs part-time statuses. **(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: **(Late requests are first-come, first-serve)**

Vacation Period	Request Due By	Response Due 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

13. 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)**

14. Benefits Package: Medical, Dental, Vision, Long Term Disability and Life insurance.

- a. Supplemental Parental Leave (Up to 100% weekly pay)
- b. Short Term Disability (Up to 66.7 % weekly pay)

15. Retirement: 401 (k), with the maximum company contributions beginning at 3 months for full-time and at 6 months for part-time employees respectively. **(Article 15)**

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

17. Miscellaneous:

- a. Uniform allowance: \$150 credit applied to paycheck in February each year. **(Article 16)**
- b. 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.