

## **USW LOCAL 4-200 Summary of Memorandum of Agreement (MOA) with RWJUH- June 2026**

Below is a summary of the tentative agreements reached with RWJUH through bargaining from April 7, 2026 through June 27, 2026. Information sessions and voting details will be sent out shortly. We look forward to educating each of you and providing continued support throughout this process. *The bargaining committee is recommending this Agreement. It is still subject to ratification by USW Local 4-200 membership.*

Please note: This is a membership summary, vetted by both parties to share information. The final signed agreement and CBA language will control if there is any difference between this summary and the final contract language. Complete details will be presented at info sessions.

### **WAGES**

- ❖ Annual increases across the board 3% (2026) / 3% (2027) / 3% (2028)
- ❖ *Additional* Market adjustment for years of experience 3-8
- ❖ Preceptor pay differential increased to \$3.50/hr

### **TOTAL WELLBEING PROVISIONS:** Wellbeing Plan benefits MINUS the TOH

- ❖ 403B to 401K Effective 10/1/26: clarify details directly with FIDELITY
  - No hours needed to begin RWJUH contribution
- ❖ Paid Parental Leave Supplement
- ❖ Paid Short Term Disability Supplement
- ❖ Long Term Disability Benefits Plan for those employees working a minimum of 20 hours per week
- ❖ Life insurance: Increase from 1x your salary to 1.5x your salary

### **Revised Certification Grid Course Hours for compensation- Article 24.4**

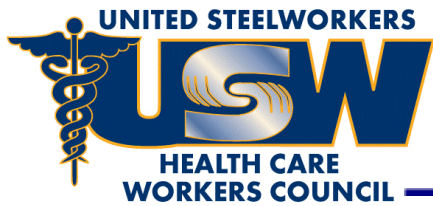
### **Reduction in PTO Hours:** One Week (prorated hours) Effective January 1, 2027

- Holidays 56 hours prorated, “front loaded”
- Current carryover maintained

### **Union waiver of NJESL in order to maintain CURRENT sick time hours:**

NJESL waived effective 1/1/2027

- ❖ 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...”



**Continue staffing reward in Article 29 for the term of his agreement.**

**Medical Insurance will remain the same, vendors maintained, cap of 8% unchanged**

**Technology T/A (newly created addition):** Summary

- ❖ Clinical decision-making shall remain under the professional judgment of licensed healthcare providers in accordance with applicable standards of care.
- ❖ The Hospital will comply with all applicable federal and state laws regarding the collection, use, and protection of employee data, including biometric or location-related information, and will maintain appropriate safeguards to protect such data.
- ❖ A.I. will be a standing item on the CPC agenda.

**Scheduling**

- ❖ **Article 7.5:** Addendum as the second to last sentence-“Consideration will be given to seniority, skills, and competencies when management resolves a scheduling conflict.”
- ❖ **Article 9.8:** Per-diems will be downsized last on a holiday.
- ❖ **Addendum 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.

**Article 10.3(c)** - Vacation guidelines are now in our CBA with a change small change

**Article 28 (newly created addition):** Employee Health and Safety

- ❖ Monthly meetings with RWJ regarding Nursing safety and Workplace Violence committees, WITH rank and file members.
- ❖ Monthly injury report and workplace violence report
- ❖ Simultaneous notification of workplace injury when reporting to OSHA is required

**Staffing**

- ❖ **Article 29.4** - Staffing Guidelines agreed to in CSPC, codified in CBA
- ❖ **Article 30.1-** Updated float order, included corporate float pool and concurrent
- ❖ **FLOAT PODS Adjusted-** New units added,pods adjusted, “Assignments will be based on Nurses’ knowledge, skills, competency, and level of care.”