

CBA Tentative Agreement Bullet Points – 7/1/18 – 6/30/20

Article 1 -Rapid Response RN added to CBA

Article 1.5(a) - Twenty-four (24) hour members will maintain bargaining unit seniority

Article 5.5(b) - Bulletin Boards – All job postings will be maintained on Intranet only

Article 6.8(b) - Charge pay to Increase to \$2.00 starting July 1, 2018

Article 7.3(a) - 2 Hours Cancellation Pay if the Hospital fails to provide RN with 1 ½ hours notice for cancellation of voluntary Overtime or **Extra Shift**

Article 7.6(d) - On-Call pay to Increase to \$4.75 starting July 1, 2019

Article 12.3 - Bereavement to include Foster Child

Article 14 - Effective January 1, 2019, the CBA shall be amended to provide for the RWJ Barnabas Omnia Medical and RX Benefits Program (“Omnia”). Employee contributions for Omnia shall not increase by more than 10% per year. Full time employee contributions shall be based upon the employee’s base salary as of October 1, 2018 and each October 1st thereafter. Part time employee’s contributions shall be based upon their part time status.

The 10% cap on employee contributions in 2019 shall be based on what an employee in Omnia would have contributed if they had been in Omnia in 2018 at the same coverage tier. In no event shall any employee’s 2019 employee contribution increase by more than \$50.00 per month over their actual contribution in the USW Direct Access plan in 2018, nor shall any employee’s contribution in Omnia in 2019 be more than \$75.00 per month less than their actual contribution in the USW Direct Access plan in 2018, providing the employee remains in the same coverage tier.

The 2019 10% cap shall be on the aforementioned 2018 employee contribution placements.

The 2020 10% cap shall be on the aforementioned 2019 contribution placements.

Article 14.1(d) - Effective January 1, 2019, the employee contributions for dental coverage shall be revised to reflect full time and part time status as attached.

There shall be an 8% cap on employee dental contributions in 2019 which shall be based on what an employee would have contributed at the same coverage tier if they had been in the attached 2018 employee dental contribution program.

In 2020, there shall be a 10% cap on the coverage tiers in the employee dental contributions program.

Article 16.3 - Uniform Stipend \$150 to be granted on July 1, 2019. Less than 0.8 FTE will receive a prorated amount. Stipend must be used by January 30, 2020 or will be forfeited

Article 18.1 - All discipline must be initiated and completed within 30 days of when director becomes aware of infraction

Article 20.1(a) - Grievances will be held within 45 days of counseling unless mutually agreed upon between management and union

Article 28.2 - Ebola changed to Infection Disease Response Team

Article 29.4 - There will be 2 unit meetings per calendar year

Stipulation I - Wages - Increase by 2% July 1, 2018 & 2% July 1, 2019

Appendix C - Case Management will be eligible for longevity as per Article 6.5

Floating Pods - OR CPC meeting scheduled for July 9 to establish floating guidelines for Main OR and Peds OR

Article 24.4 - Certification Course Hours Grid:

<u>Course</u>	<u>Initial</u>	<u>Renewal</u>
ENPC/TNCC	16 hours	16 hours
ONS-ONCC/ APHON: Chemotherapy/Biotherapy	20 hour	7 hours
ACLS/PALS	16 hours	8 hours
Stroke Education	8 hours	8 hours
NRP	11 hours	11 hours

BLS	4.5 hours	4.5 hours
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