

ORDER

The Respondents, Southern Ocean Medical Center of Manahawkin, New Jersey, Jersey Shore University Medical Center of Neptune, New Jersey, Palisades Medical Center of North Bergen, New Jersey, and The Harborage of North Bergen, New Jersey, their officers, agents, successors, and assigns, shall

1. Cease and desist from

(a) Bypassing the Union, Health Professionals and Allied Employees, and dealing directly with bargaining unit employees regarding mandatory subjects of bargaining without providing the Union adequate advanced notice and bargaining proposals. The appropriate bargaining units are the Southern Ocean RN unit, Jersey Shore RN unit, Palisades RN unit, and The Harborage service/maintenance unit as defined in paragraph 10 of the complaint, as well as the Palisades LPN/Techs and Service/Maintenance units as defined in the collective-bargaining agreements entered into evidence as General Counsel exhibits 13 and 15.

(b) In any like or related manner interfering, restraining, or coercing employees in the 15 If no exceptions are filed as provided by Sec. 102.46 of the Board's Rules and Regulations, the findings, conclusions, and recommended Order shall, as provided in Sec. 102.48 of the Rules, be adopted by the Board and all objections to them shall be deemed waived for all purposes.

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(b) In any like or related manner interfering, restraining, or coercing employees in the exercise of the rights guaranteed them by Section 7 of the Act.

2. Take the following affirmative action necessary to effectuate the policies of the Act.

(a) Within 14 days after service by the Region, post in Respondent Southern Ocean's facility located at 1140 Route 72 West, Manahawkin, New Jersey, Respondent Jersey Shore's facility located at 1945 Route 33, Neptune, New Jersey, Respondent Palisades' facility located at 7600 River Road, North Bergen, New Jersey, and Respondent The Harborage's facility located at 7600 River Road, North Bergen, New Jersey, copies of the attached notices marked "Appendix A," "Appendix B," Appendix C," and "Appendix D," respectively.¹⁶ Copies of the notices, on forms provided by the Regional Director for Region 22, after being signed by the Respondents' authorized representatives, shall be posted by the Respondents and maintained for 60 consecutive days in conspicuous places, including all places where notices to employees are customarily posted. In addition to physical posting of paper notices, notices shall be distributed electronically, such as by email, posting on an intranet or an internet site, and/or other electronic means, if the Respondents customarily communicate with their employees by such means. Reasonable steps shall be taken by the Respondents to ensure that the notices are not altered, defaced, or covered by any other material. If one or more of the Respondents have gone out of business or closed a facility involved in these proceedings, the Respondent(s) shall duplicate and mail, at their own expense, a copy of the notice to all current employees and former employees employed by the Respondent(s) at any time since May 21, 2018.

(b) Within 21 days after service by the Region, file with the Regional Director for Region 22 a sworn certification of a responsible official on a form provided by the Region attesting to the steps that the Respondent has taken to comply.

Dated: Washington, D.C., April 24, 2020