

4. SCHEDULE J-1 CORE STAFFING

SCHEDULE J-1 – CORE STAFFING
Effective September 1, 2025

UNIT		Maximum Patients Per RN		
		A	B	C
MEDICAL SURGICAL –8D**		1:5		1:5
VASCULAR STEPDOWN		1:4		1:4
CARDIAC 7D**	STEP DOWN	1:4		1:4
	TELEMETRY	1:5		1:5
CARDIOPULMONARY – Dean 6**		1:5		1:5
PULMONARY STEPDOWN		1:4		1:4
MEDICAL/SURGICAL– 3 Cohen**		1:5		1:5
NEURO/VASCULAR ONCOLOGY – 4D**		1:5		1:5
INFUSION		20-29 patients 3-4 RNS 30-39 patients 4 RN's 40-49 patients 5 RN's 50-59 patients 6 RN's 60-69 patients 7 RN's 70-79 patients 8 RN's 80-89 patients 9 RN's 90+ patients 10 RN's		
4 EAST**		1:5	1:6	1:6
PEDIATRICS +		1:5		1:5
MOTHER/BABY**		1:3 Couplets 1:6 Mothers		1:3 Couplets 1:6 Mothers
NURSERY		1:6 (Babies)		1:6 (Babies)
SAME DAY SURGERY		1:5	1:5	
2 Kaplen**		1:5		1:5

+ Adjusted based on Med-Surg admissions

**RN/CM 1:3 for charge assignment

UNIT		
	A	C
ICU	1:2	1:2
NICU	1:2	1:2
Intermediate	1:3	1:3
Growers/feeders	1:4	1:4

LABOR & DELIVERY	SHIFT		WEEKDAY	WEEKEND
	6:45a-7:15p		8	6
	6:45p-7:15a		8	6
HEMO/APHERESIS Acute Only	A 1:2 Critical Care 1:1	7:45a-6:15p ON CALL per 11.08		
Berrie Pre/Post	Number of scheduled patients per day based on ASPAN standards			
Charge RN as per past practice.	PHASE I	PHASE II	PHASE III	
	1:2	1:3	1:3/5	
	Pain – Pre-Post (1) RN when needed for scheduled cases Pediatric pre-post (1) RN when scheduled cases			
Berrie OR Charge RN as per past practice.	1 RN/Room Scheduled 1 RN for Break /Turnover Coverage			
OR	SHIFT	RNS		
	Charge RN as per past practice. 1 RN/Room Scheduled 1 RN for Break /Turnover Coverage 1 RN 10:45p-7:15a (Mon-Fri)		SATURDAY 1RN 6:45a-3:15p or 1 RN 6:45a-7:15p and 1 RN 10:45a-11:15p	SUNDAY 1 RN 6:45a-3:15p ON CALL per 11.08 OR 1 RN 6:45a-7:15p ON CALL per 11.08

Cardiac OR	Staggered Starts			
	6:15a-6:45p	1		
	5:45a-6:15p	1		
PACU	Charge RN as per past practice. 1 RN in Holding area 7:30A to 5P			
	Number of scheduled patients per day based on ASPAN standards PHASE I -- 1:2			
	Adjusted based on ECT and pediatrics.			
PAT	2-3-7A-5P (2) Staggered			

	SHIFT	RNS	WOUND CARE	RNS	
ENDO	MON-FRI. staggered starts		8A-4P	1	
25-30 patients		8	8:30A-	1	
31-35 patients		9	4:30P		
36-40 patients		10			

EMERGENCY ROOM	SHIFTS	RNS	RADIOLOGY	MONDAY-FRIDAY
	7A	8		
11A	11			
7P	11			
11P	7			
			RADIATION/ ONCOLOGY	7A-3:30P = 1
			STRESS	7A-3P = 2 8A-4P = 1

			CARDIAC CATH	12 RN's (staggered starts) ON CALL per 11.08
			Cardiac Rehab	M-W-F 1:5 Monitored Patients:

Targeted Scheduled Float Pool Resources

Float pool positions are supplemental to meet staffing requirements outlined in J-1 above.

The targeted scheduled float pool resources shall not be subject to the grievance and arbitration provision set forth in Section 3.05 of this Agreement.

	SHIFT					
MCH FLOAT	A	B	C		MEDICAL/SURGICAL FLOAT	A B C
7 days/week	1	1	1		Monday – Friday	2 3 1
					Saturday – Sunday	2 2 3
ICU FLOAT	A		C		PROCEDURAL AREA FLOAT	A B
	2		2			1 1
	(7 days)		(7 days)			

5. ON-CALL

11.08 On-Call.

A) The Medical Center may require that employees be on-call in the following areas only, with the following maximum requirements:

UNIT	Maximum Requirement
Hemodialysis/ Apherisis	Weekday – 2 days per week, inclusive of weekends. (6:15P-7:45A) Weekend – every 4th (on weekend worked).* +++ Saturday (6:15P-7:15A); Sunday (7:45A-7:45A)
PACU	1 shift every other week inclusive of weekends.* Weekday 11P-7A***, Saturday 7P-7A**, Sunday 7A-7P & 7P-7A
Operating Room	1 shift every other week inclusive of weekends.* Weekday 11p-7a*** Saturday 3p-7p**; 7p-7a** Sunday 7a-7p; 7p-7a
<u>CARDIAC SERVICES</u> Operating Room	Twelve days per four week period inclusive of weekends.* 6:30P-5:45A
Cardiac Cath.	Every sixth weekend (24 hours). Six days per month inclusive of weekends.* Weekdays (Mon-Fri) 7P-7A; Weekends – 24 hours Saturday & 24 hours Sunday 2 RN's scheduled on call at all times.
Infusion Center	8 a.m. to 4 p.m. every fourth Sunday.
Endoscopy	Weekday -- 7 PM to 7 AM, 4 days per month.* Weekend -- every fourth weekend: Saturday and Sunday either 7 AM to 7 PM or 7PM to 7 AM.* Two holidays per year either 7 AM to 7 PM or 7 PM to 7 AM. Best efforts will be made to schedule two (2) RNs based on staff availability.
<u>BERRIE</u> OR	One shift 5 PM to 9 PM every other week
Pre-Post Area	One shift 8 PM to 11 PM every other week (2 RN's) For the purposes of Voluntary Call, a 15-minute window will be utilized for the purpose of triggering the on-call rate. The first 15 minutes will be paid at the premium compensation rate. If greater than 15 minutes, on-call shall apply retro-active to the end of the scheduled shift.
Interventional Radiology (for Neurological Intervention cases only)	From 7PM to 7AM on weekdays; 7AM to 7AM on weekends and holidays A maximum of 5 days per 4 week schedule inclusive of weekends and holidays A maximum of 1 weekend out of 7. Stress Lab RN's are not required to take on-call

* May include holidays.

** For Saturday 3p-7p if eight-hour employee works 7a-3p

*** Only if no night coverage

+++ Upon call in, the Supervisor will make best efforts to arrange for a resource to assist the called-in nurse when moving equipment is necessary.

Floats are not required to take on-call.

On call time will count as time worked only for the purpose of fulfilling weekend commitments. Thus, for example, it shall not count as weekend work for the purpose of determining eligibility for the Weekend Rotation and Premium (Section 6.05).

On-call assignments will be distributed equitably among qualified employees in their respective units.

Employees when on-call shall be paid five dollars (\$5.00) for each hour on-call. When called-in, employees shall be paid one and one half (1 ½) their regular rate of pay for a minimum of four (4) hours. When an employee is recalled within the same four (4) hour period, payment will only be for actual time worked beyond the four (4) hour minimum. If recalled after the original four (4) hour period, the employee will be entitled to another minimum four (4) hours work or pay.

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6. EDUCATION DIFFERENTIAL

11.06 Education Differential

Effective September 1, 1990 the Employer will pay additional compensation to all employees who hold a B.S.N., Baccalaureate Degree with major in Nursing, Health Sciences or Public Health of seventy-five (\$.75) cents per hour.

Effective July 1, 2024 the Employer will pay additional compensation to all employees who hold a Master's Degree in Nursing, Health Sciences or Public Health or D.N.P of one dollar and twenty-five cents (\$1.25) per hour. The Master's Degree and DNP Degree will not be treated as separate degrees. An employee holding both degrees will be entitled to one differential of \$1.25/hour.

The effective date of such differential shall be the effective date of the degree, but the differential shall not be put into effect until the date the Employer is notified of receipt of appropriate degree by the employee, at which time the differential shall be put in effect retroactive to the effective date of the degree. The maximum retroactive differential is 6 months from the date of the degree.

Care Managers shall be eligible for the Master's or D.N.P. Degree differential but shall not be eligible for the B.S.N. Differential.