Memorandum of Agreement

This Memorandum of Agreement ("MOA") is entered into as of July 2, 2026 by and between Palisades Medical Center ("PMC"), Southern Ocean Medical Center ("SOMC") and Jersey Shore University Medical Center ("JSUMC," collectively, "HMH") and the Health Professionals and Allied Employees ("HPAE"), Locals 5030, 5138 and 5058 ("Union") (collectively, the "Parties").

WHEREAS, PMC and HPAE Local 5030 are signatories to a Collective Bargaining Agreement ("PMC CBA") currently in effect that expires on May 31, 2027; and

WHEREAS, SOMC and HPAE Local 5138 are signatories to a Collective Bargaining Agreement ("SOMC CBA") current in effect that expires on May 2, 2028; and

WHEREAS, JSUMC and HPAE Local 5058 are signatories to a Collective Bargaining Agreement ("JSUMC CBA") currently in effect that expires on October 2, 2028; and

WHEREAS, during the term of the Collective Bargaining Agreements set forth above, the Parties have mutually agreed to modify certain provisions of the Agreement; and

WHEREAS, the Parties desire to memorialize their agreement in writing;

NOW, THEREFORE, the Parties agree as follows:

I. Articles Modified

The following provisions of the Collective Bargaining Agreements are amended as set forth in this MOA:

A. PMC CBA

- Article 6.1 II – New Jersey Family Leave Act, Section B. Eligibility Requirements
- Article 20.1 – Earned Sick Leave, Section E. Drawing from the Earned Sick Leave (ESL) Bank

B. SOMC CBA

- Article 14.01 – Leave of Absence

- Article 15.02 – Earned Sick Leave, Section F. Drawing from the Earned Sick Leave (ESL) Bank

C. JSUMC CBA

- Article 9 – Leave of Absence
- Article 8.05 – Earned Sick Leave, Section F. Drawing from the Earned Sick Leave (ESL) Bank

II. Agreed Changes

A. Effective July 17, 2026, the identified provisions of the relevant Collective Bargaining Agreements are amended as follows:

1. **Use of Earned Sick Leave (ESL).** Eligible team members may utilize Earned Sick Leave beginning on the first day of an illness without first exhausting Paid Time Off (PTO) and without requiring prior approval from Team Health.
2. **NJFLA Eligibility.** Team Members employed by HMH shall become eligible for leave under the New Jersey Family Leave Act (NJFLA) after completing three (3) months of employment with HMH and having worked at least 250 hours during the twelve (12) months immediately preceding the commencement of the leave, or as otherwise required by applicable law.
3. **Designation of Leave.** Team Members are responsible for designating whether an absence is to be charged to Earned Sick Leave or Paid Time Off (PTO) when requesting time off or reporting an absence, subject to applicable HMH policies and the terms of the Collective Bargaining Agreement.

III. Effect on Relevant Collective Bargaining Agreements

A. Except as expressly modified by this MOA, all other terms and conditions of the PMC CBA, SOMC CBA, and JSUMC CBA shall remain in full force and effect and are hereby ratified and reaffirmed by the Parties.

B. This MOA shall be incorporated into and become part of the PMC CBA, SOMC CBA, and JSUMC CBA and shall remain in effect through the expiration of each respective Collective Bargaining Agreement unless modified by mutual written agreement of the Parties or superseded by a successor agreement.

IV. Non-Precedent

A. This MOA is a negotiated resolution of the specific matters addressed herein and shall not establish a past practice or precedent except with respect to the provisions expressly modified by this MOA.

IN WITNESS WHEREOF, the Parties have executed this Memorandum of Agreement through their duly authorized representatives.

As Agreed:

HACKENSACK MERIDIAN HEALTH

N.C

HEALTH PROFESSIONALS AND ALLIED EMPLOYEES,
AFT/AFL-CIO, LOCAL 5030

Jara Rojo

HEALTH PROFESSIONALS AND ALLIED EMPLOYEES,
AFT/AFL-CIO, LOCAL 5138

Anna Pena

HEALTH PROFESSIONALS AND ALLIED EMPLOYEES,
AFT/AFL-CIO, LOCAL 5058