
Memorandum of Agreement

between the

County of Passaic

and

District 1199J, National Union of Hospital and Healthcare Employees AFSCME, AFL-CIO

representing RNs and LPNs at Preakness Healthcare Center

WHEREAS, this Memorandum of Agreement (hereafter “MOA”) is entered into between the County of Passaic (hereafter “County”) and District 1199J, National Union of Hospital and Healthcare Employees AFSCME, AFL-CIO (hereafter “Union”), who are the designated bargaining unit registered nurses and licensed practical nurses at Preakness Healthcare Center; and

WHEREAS, the terms negotiated herein were done so in good faith and in compliance with N.J.S.A. 34:13A-1, et seq., and amend the collective bargaining agreement (hereafter “Agreement”) that expired between the County and Union on December 31, 2022; and

WHEREAS, at negotiation sessions between representatives of the County and Union, having bargained in good faith and agreed, hereby state the following amendments to the Agreement:

ARTICLE IX. WAGES & MINIMUMS¹

Section 2. Salaries.

Strike the language found in Article IX, Wages and Minimums, Section 2, Salaries, part (c)(i) to part c (c)(iv), with the following:

- i. **Base Salary in 2023.** Effective retroactive to January 1, 2023, each employee in the Union shall receive a two and one half percent (2.5%) general wage increase on his/her base salary.
- ii. **Base Salary in 2024.** Effective January 1, 2024, each employee in the Union shall receive a two and one half percent (2.5%) general wage increase on his/her base salary. If there are no members in the Traditional Healthcare Plan during the open enrollment period prior to calendar year 2024, the general wage increase will be adjusted to three percent (3.00%).
- iii. **Base Salary in 2025.** Effective January 1, 2025, each employee in the Union shall receive a two and one half percent (2.5%) general wage increase on his/her base salary. If there are no members in the Traditional Healthcare Plan during the open enrollment period prior to calendar year 2025, the general wage increase will be adjusted to three percent (3.00%).

¹ Any text underlined is a new addition to the Agreement, any text with a strikethrough is being deleted.

- iv. Base Salary in 2026. Effective January 1, 2026, each employee in the Union shall receive a two and three quarter percent (2.75%) general wage increase on his/her base salary. If there are no members in the Traditional Healthcare Plan during the open enrollment period prior to calendar year 2025, the general wage increase will be adjusted to three percent (3.00%).

ARTICLE XI. LONGEVITY

6. **Retention Pay Schedule.** [NEW]

Employees hired after September 22, 1998 shall be eligible for the following retention pay:

July 1, 2023	\$1,000.00
July 1, 2024	\$1,200.00
July 1, 2025	\$1,400.00
July 1, 2026	\$1,700.00

ARTICLE XIII. HOLIDAYS

Part 1 (a), Legal Holidays.

New Year's Day	Columbus Day
Martin Luther King's Birthday	Election Day
President's Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
<u>Juneteenth (third Friday of June)</u>	½ day Christmas Eve
Independence Day	Christmas Day
Labor Day	½ day New Year's Eve

ARTICLE XXII. UNIFORMS

All employees shall be entitled to an annual clothing allowance of ~~seven hundred and five dollars (\$705.00)~~ eight hundred and five dollars (\$805.00) for ~~202319~~, ~~seven hundred and thirty dollars (\$730.00)~~ eight hundred and thirty dollars (\$830.00) for ~~202420~~, ~~seven hundred and fifty five dollars (\$755.00)~~ eight hundred and fifty five dollars (\$855.00) for ~~20251~~, and ~~seven hundred and eight dollars (\$780.00)~~ eight hundred and eighty dollars (\$880.00) for ~~202622~~. Said clothing allowance will be processed in the first paycheck in the month of July and must be used toward the purchase of a uniform chosen by the County. The uniform allowance shall be prorated based on the number of months worked by the employees with the County.

ARTICLE XXXVII. EFFECTIVE DATES AND DURATION

This Agreement shall be in full force and effective for the period commencing retroactive to January 1, 202319 and ending December 31, ~~202622~~. The County and Union agree to jointly enter into discussions relative to a renewal of this Agreement no later than the ninetieth (90th) day immediately preceding the termination of this Agreement.

STIPULATION I. WAGES AND MINIMUMS

The Salary Guide shall be amended upon mutual agreement by the County and Union to reflect the minimum starting salary and general wage increases as set forth in this memorandum of agreement prior to the execution of the successor agreement by the Parties.

STIPULATION II. PAST PRACTICES

Part. 7. Bachelor of Science in Nursing.

Registered Nurses employed with a ~~degree in nursing~~ Bachelor of Science in Nursing, having a minimum of two (2) years staff nursing experience, will receive an additional compensation on his/her base salary of three hundred dollars (\$300.00) five thousand dollars (\$5,000.00), which shall be remitted in equal installments across the twenty-four pay periods and shall be prorated. Any current employee who previously received the education stipend shall be remitted the balance for calendar year 2023.

SUCCESOR AGREEMENT

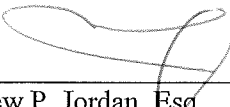
The County and Union agree that, when updating the successor agreement, language, clauses, and/or articles that are no longer relevant or applicable, can be deleted and/or amended upon mutual agreement.

ACKNOWLEDGEMENT OF RATIFICATION AND INCORPORATION

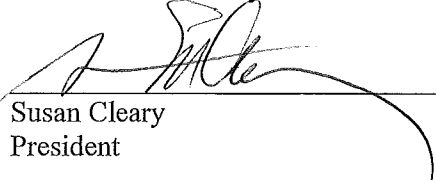
The County and Union agree to recommend these terms and conditions to their respective constituents for ratification. All issues agreed to shall be incorporated into the new Agreement. All issues not previously agreed to and not mentioned herein are withdrawn. All other language in the expired Agreement shall continue in the new contract and remain status quo.

COUNTY OF PASSAIC:

UNION:



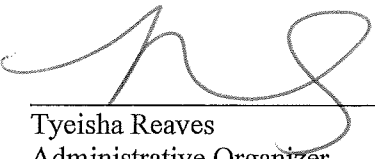
Matthew P. Jordan, Esq.
Passaic County Administrator



Susan Cleary
President

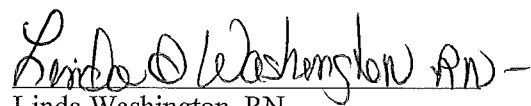
DATED: February 23, 2013

DATED:



Tyeisha Reaves
Administrative Organizer

DATED:



Linda Washington, RN
Union Negotiation Committee

DATED: