

THIS BOOK DOES  
NOT CIRCULATE

*Contract Agreement*

between

**THE JERSEY CITY  
MEDICAL CENTER**

and the

**UNITED NURSES  
ORGANIZATION**

### EXECUTIVE OFFICERS — U.N.O.

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Vice-President, Hosp. Unit .....	L. Ramirez
Vice-President, P.H.N. Unit .....	S. McDermott
Recording Secretary .....	H. Gryzan
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Treasurer .....	M. Fitzgerald
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Grievance Chairman (Hosp.) .....	D. Hullings
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THIS AGREEMENT made and entered into this ..... day of ..... 19....., by and between the BOARD OF MANAGERS OF THE JERSEY CITY MEDICAL CENTER, hereinafter known and designated as the "BOARD", and the members of the UNITED NURSES ORGANIZATION OF JERSEY CITY, hereinafter known and designated as the "UNO".

### **INTRODUCTORY STATEMENT**

The within agreement is made to effectuate the policy of Chapter 303 of the 1968 Laws of New Jersey, R.S. Cum. Suppl. 34:13A-1, et seq. (hereinafter "Ch. 303"), and to formalize agreements reached through negotiations conducted in good faith between the Board and the UNO with respect to grievances and terms and conditions of employment:

#### **WITNESSETH:**

"WHEREAS, said parties have as their purpose the promotion of harmonious relations between the Board and the U.N.O., the mutual concern for patient care, the establishment of an equitable and peaceful procedure for the resolution of differences and to the end that continuous and efficient services will be rendered, this agreement is created".

NOW, THEREFORE, it is agreed as follows:

### **ARTICLE I UNO RECOGNITION**

Section 1. The Board hereby recognizes the UNO as the sole and exclusive representative of all temporary and permanent employees who hold the title of Licensed Practical Nurse, Graduate Nurse, Head Nurse, covered under this agreement for the purpose of bargaining with respect to rates of pay, wages, hours of work and other working conditions.

### **ARTICLE II UNO NOTIFICATION**

Section 1. The UNO shall be notified at the hospital's earliest convenience of proposed new rules and

modifications of existing rules governing working conditions. Such changes shall be negotiated with the UNO before they are established.

Section 2. The hospital agrees to notify the UNO of all newly hired employees, their tours of duty, floor assignments and address and salary.

### **ARTICLE III DUES CHECK OFF**

Section 1. The Board agrees to deduct the monthly UNO membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Board by the Treasurer of the UNO, and the aggregate deductions of all employees shall be remitted together with an itemized statement, to the Treasurer by the 15th of the current month, after such deductions are made.

Section 2. Any written designation to terminate authorization for checkoff must be received in writing by the Board and the UNO July 1st and filing of notice of withdrawal shall be effective to halt deductions as of January 1 or July 1 next succeeding the date on which notice of withdrawal is filed.

Section 3. Employees who return from leave of absence shall be restored to dues deduction automatically, if they were on dues deduction previous to their leave.

### **ARTICLE IV SENIORITY**

Section 1. Seniority shall prevail at all times in connection with vacation, shift assignment, supervisor and head nurse relief, section assignments, holidays and transfer of service.

Section 2. For purposes of definition, in all cases where Civil Service Law does not pertain, seniority shall begin from the first day of employment.

Section 3. In cases of equal seniority, preference will be given to qualified veterans before non-veterans.

**ARTICLE V**  
**TEMPORARY STATUS**

Section 1. The UNO and the Board recognize that frequently there is an inequitable delay in conferring the status of "permanent" on employees. To alleviate this inequity, the Board agrees to use whatever powers at its disposal, including petitioning the Department of Civil Service, to keep the status of "temporary" or "provisional" as same pertains to any employee covered by this agreement to the shortest possible amount of time.

Section 2. Part time nurses shall mean any nurse working 20 or more hours but less than 40 hours in one week.

Section 3. Benefits for part time personnel shall be pro-rated i.e., vacation, sick leave, differential, holidays. This article shall apply to personnel who worked 20 or more hours.

**ARTICLE VI**  
**NEWLY CREATED POSITIONS**

Section 1. If, in the opinion of the Board, an open position demands additional qualifications than those set by Civil Service, the Board agrees to submit to the UNO the additional criteria for comment prior to submitting same to the N. J. Department of Civil Service for approval.

Section 2. In the event that there is a new opening or a vacancy in a position that presently exists, or if a new position is hereinafter established, there shall be posted for at least 10 days in a conspicuous place precisely where the new opening is, and in every event the qualifications necessary to fill such a position.

Section 3. The purpose of the above is to allow all those who are interested in the position and who have the necessary qualifications to apply. In cases of multiple applications, the nurse or nurses with the most seniority shall prevail, all other things being equal.

Section 4. Where Civil Service law does not pertain, first consideration shall be given to existing staff

for promotional vacant or newly created positions subject to standards of qualifications established by Nursing Administration.

## **ARTICLE VII TEMPORARY ASSIGNMENTS**

Section 1. Nurses are to be assigned wherever practicable to their sectional choice of shift. Transfer of service may be temporarily done in emergency cases only. Every effort shall be made not to temporarily assign a nurse more than 8 hours in any one pay period.

Section 2. All shift transfers shall be voluntary.

## **ARTICLE VIII HOURS OF DUTY**

Section 1. The work week shall consist of 5 days beginning on Saturday.

Section 2. Whereas a committee is presently studying the feasibility of implementing a 40 hour 4-day work week, it is agreed that such committee shall release its report and recommendations to the UNO and to the Hospital when complete. Such report shall be made prior to the expiration of this contract.

a. After the report and recommendations of said committee, it is agreed that the UNO shall meet with the Hospital to discuss the feasibility of implementing the report and recommendations.

b. If the report and recommendations of the committee suggest the feasibility of implementation then in that event, the Hospital agrees to implement such a program on a pilot program basis within 90 days after release of report.

Section 3. Nurses shall have every other weekend off, if they so desire, provided the hospital is at maximum nursing strength in accordance with budgeted allowances and no general emergency exists. Nurses not desiring weekends off will be accommodated, if possible. In any event, unless critical staffing shortage exists, nurses shall have two consecutive days off each work week. The granting of two consecutive days off shall not be arbitrarily denied.



Section 4. If possible, the nurse shall have her choice of days off during each two week work period.

Section 5. Work schedules shall be posted at least two weeks in advance. Changes thereafter shall be kept at a minimum and no change shall be made without sufficient prior notice to the affected nurse to make necessary personal adjustments.

Section 6. Schedule of Hours

Outpatient	8:00 a.m. - 4:00 p.m.	9:00 a.m. - 5:00 p.m.
O.R.	7:00 a.m. - 3:00 p.m.	3:00 p.m. - 11:00 p.m. 11 p.m. - 7 a.m.
Nursing Service	7:00 a.m. - 3:00 p.m.	3:00 p.m. - 11:00 p.m. 11 p.m. - 7 a.m.

**ARTICLE IX  
OVERTIME**

Section 1. Employees requested to work over 8 hours in one day or more than 40 hours in one week, shall be compensated at one and one-half times the individual's daily rate of pay or compensatory time at the nurse's option.

Section 2. For the purpose of computing overtime, all holiday hours (worked or unworked) for which an employee is compensated shall be regarded as hours worked.

Section 3. Overtime work shall be first offered to regularly employed nurses in the section where overtime arises.

Section 4. Overtime work shall be distributed equally within title whenever practicable. Records shall be kept by the Nursing Service Section and may be reviewed by the UNO at reasonable times.

Section 5. Overtime work, except in emergency, shall be voluntary and there shall be no discrimination against any employee who refuses to work overtime.

Section 6. Overtime will be computed to the nearest hour.

Section 7. A nurse who performs work 5 consecutive days in a higher paid classification than her own shall be eligible for the higher rate of pay, 10 per cent

premium, for such work on the 6th day retroactive to when she began and for so long as she works continuously in that classification.

Section 8. Overtime shall be paid no later than the close of the period following the pay period in which the overtime was worked.

Section 9. Nurses are required to remain on duty at the completion of their tours of duty in sufficient numbers on each nursing unit so as to 1) Insure the full and complete exchange of pertinent patient information between shifts. 2) To maintain safe and adequate patient surveillance and care during the time required for that exchange of information. The number of nurses other than the charge nurse required to remain for the period in question shall be at the discretion of the head nurse of each nursing unit in collaboration with the supervisor, subject to the review and approval of the Director of Nursing or her designee.

a. In the event such additional nurse(s) working at the request of the head nurse and in collaboration with the supervisor, work beyond the close of the shift, then in that event the nurse shall receive compensation at the rate of straight time until 30 minutes have elapsed from the end of the shift.

b. Any work performed beyond the 30 minutes at the end of the shift shall be paid at the overtime rate (time and one-half for ½ hour, not retroactive).

c. This Article is not to be construed for any other purpose but to provide coverage during change of shifts and shall not except for this stated purpose be interpreted to conflict with Section 5 of this Article.

## **ARTICLE X CALL IN TIME**

Section 1. Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time and one half for such work and be guaranteed not less than four (4) hours, regardless of the number of hours actually worked.

## **ARTICLE XI**

### **ON CALL — OPERATING ROOM**

Section 1. Operating Room Nurses shall receive 33 $\frac{1}{3}$ % of their daily rate for being on call.

Section 2. If called to report for duty she shall receive the 33 $\frac{1}{3}$ % rate plus time and one-half for hours actually worked. When time is over five hours, the nurse shall have the option of compensatory time off at the rate of time and one-half or shall be paid at the rate of time and one-half.

Section 3. In every event, a nurse who actually reports for work while on call shall be guaranteed a minimum of four hours employment.

Section 4. If the nurse on call duty does not respond to the call or is not at home when called, call time will be forfeited and she may be subject to disciplinary action for not remaining on call without prior notification.

Section 5. In no event shall a nurse who is on call be on call for more than 8 hours.

## **ARTICLE XII**

### **MEAL PERIODS**

Section 1. All employees shall be granted a lunch period of 45 minutes during each working shift.

Section 2. The lunch period shall be scheduled as close to the middle of the shift as possible.

Section 3. In the event the nurse is unable to have her meal period (no relief), she shall have a supper or lunch sent to her floor and in addition she shall be paid for the meal period at the overtime rate of time and one-half.

## **ARTICLE XIII**

### **SHIFT PAY DIFFERENTIAL**

Section 1. The parties herein recognize the financial difference in shift pay and all payments shall be made in accordance with the following schedule:

	<b>Registered Nurse</b>	<b>Practical Nurse</b>
3 p.m. - 11 p.m.	\$1,500	\$1,125
4 p.m. - 12 M		
11 p. m. - 7 a.m.	\$1,500	\$1,125

## **ARTICLE XIV HOLIDAYS**

Section 1. The following days shall be recognized as paid holidays:

New Year's Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Armistice Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

Section 2. If an employee works on one of the above noted holidays, he will receive time and one half for the holiday worked and a compensatory day off at straight time pay. When possible such compensatory day shall be taken during the pay period immediately preceding, within or immediately following the holiday pay period.

Section 3. In addition to the holidays listed above, each employee shall be entitled to one holiday (personal day) to be taken off at the employees option and convenience provided such personal day shall have the prior approval of the department head. All efforts will be made to honor such requests.

Section 4. A holiday that falls on Saturday shall be celebrated on the previous Friday. A holiday that falls on Sunday shall be celebrated on the following Monday.

Section 5. If an employee is not satisfied with the assigned compensatory time off day, when required to work on a holiday, the request for change of the compensatory time day can be made to the appropriate nursing administrator and where feasible such change shall be granted.

## **ARTICLE XV**

### **VACATION**

Section 1. All nurses shall receive vacation allowance as follows:

Up to the end of the 1st calendar year of service	1-½ working day for each month
1 to 15 years of service	20 working days each year
Over 15 years of service	25 working days each year

Section 2. Vacation time not granted by the appointing authorities shall accumulate for the next succeeding year only.

Section 3. Nurses who are laid off or retire shall use all accumulated days prior to the effective day of lay-off or retirement.

Section 4. All nurses if they so desire shall be entitled to 10 working days during the summer period — June 15 to September 15.

Section 5. A nurse may request more than 10 consecutive days during the summer vacation period and where the schedule permits every effort will be made to grant such request.

## **ARTICLE XVI**

### **SICK LEAVE**

Section 1. All employees covered by this agreement shall be entitled to the following sick leave:

<b>Amount of Service</b>	<b>Sick Days</b>
Up to end of 1st calendar year	1 working day for each month
Each calendar year thereafter	15 working days

Section 2. Sick days not taken by employees in any year shall accumulate from year to year.

**ARTICLE XVII**  
**LEAVES OF ABSENCE**

Section 1. Leave of absence with pay shall be granted as follows:

a. A death in the employee's immediate family shall not be charged against his accrued sick leave or compensatory time. Time off shall be given from the day of death until the day after the funeral, not to exceed five (5) days. Immediate family shall be defined as follows: Mother, father, son, daughter, sister, brother, husband, wife, son-in-law, daughter-in-law.

b. If the employee is directed by the Executive Director of the Hospital to attend school or take courses to increase professional proficiency.

c. Injured in line of duty, pursuant to Civil Service laws, Workmen's Compensation laws and other applicable State law.

Section 2. Leave of absence without pay may be granted for good cause to any permanent employee in accordance with Civil Service rules and law. Said leave may not be arbitrarily or unreasonably withheld.

Section 3. Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted.

When any military compensation of any employee (covered by this agreement) is less than salary, the additional amount is to be provided by the Hospital.

Section 4. Effective January 1, 1974, each member of this bargaining unit shall be allowed up to two days annually for the purposes of personal leave. Personal leave may be taken for any of the following reasons, which must be specified when the individual makes appropriate application:

1. Illness: Immediate family
2. Marriage: Immediate family
3. Ceremonies: graduation of nurse, spouse, or child; participating in religious ceremonies such as Baptism, Confirmation, Circumcision of child; Honors and Awards ceremonies involving nurse's immediate family.

4. Legal matters: House closings, Income tax hearings, Adoption proceedings, and court appearances excluding traffic violations, probating wills, or witness under subpoena.

5. Religious Observances: The employee may use personal days for religious holiday observances of her particular faith. Such days allowed as personal days shall, if they have not been used during the calendar year for which they were granted, be added to the accumulated sick leave of the employee.

Request for such personal day leave shall be submitted in writing 10 days in advance to the individual's appropriate Superior, except in cases of emergency when advance notice cannot be given.

That "immediate family" as used in this Article shall be limited so as to include only: 1) Spouse, 2) Child, 3) Parent, or 4) Grandchild.

## **ARTICLE XVIII**

### **INSURANCE**

Section 1. Malpractice insurance in the amount of \$1,000,000/\$3,000,000 shall be supplied by the Board at no expense to the nurses.

Section 2. The Board shall supply to nurses all necessary legal advice and counsel in the defense of or the settlement of claims for personal injury, death or property damage arising out of or in the course of their employment, and the Board shall pay and satisfy all judgments against nurses for such claims.

Section 3. Hospitalization. The nurses shall receive fully paid Blue Cross, Blue Shield with Rider "J" and Major Medical to cover themselves and their families.

Section 4. Life Insurance. The Board will provide for Life Insurance in the amount of \$2,500 and Accidental Death and Dismemberment Insurance in the amount of \$2,500 for each nurse.

Section 5. Disability. A disability program will be instituted wherein and whereby an employee who exhausts sick leave will receive two-thirds of her pay to a maximum of \$76.00 per week for a period of 26 weeks. This plan is to be fully paid for by the hospital. To be implemented by September 1, 1973.

Section 6. Employees covered by this agreement shall be supplied at hospital cost "prescription drugs" exclusive of vitamins and contraceptive drugs. To be implemented by September 30, 1973.

## **ARTICLE XIX**

### **PENSION AND RETIREMENT**

Section 1. Employees shall receive pensions and retirement pursuant to the provisions of State law and local ordinances.

Section 2. All the nurses permanently employed, who are not covered by present pension plans shall be covered by Social Security as legislation allows.

## **ARTICLE XX**

### **TERMINAL LEAVE**

Section 1. Nurses who retire shall receive terminal leave immediately prior to retirement. Such leave shall be computed at the rate of one working day for each calendar year of service. Added to such leave shall be any accrued vacation time which is owed to the retiring nurse.

Section 2. After five years of service any nurse who retires shall be entitled to, as terminal leave, up to 50% of the daily rate of pay for each day of unused accumulated sick leave up to a maximum of 60 days (i.e., 30 days at full pay 60 days at half pay), as legislation allows.

## **ARTICLE XXI**

### **CONVENTION ATTENDANCE**

Section 1. A maximum of three (3) nurses, selected by the UNO shall be permitted to attend the American Nurses Association Convention, the New Jersey State Nurses Convention and/or any type seminars, workshops or conventions associated with nursing for a period of time not to exceed three (3) days each with straight time pay only if absent during the normal scheduled working time.



**ARTICLE XXII**  
**CONTINUING EDUCATION**

Section 1. After six months of employment, full time Professional and Practical Nurses who are taking College Credit Courses applicable to a nursing degree, as determined by the college, whether as a matriculating or non-matriculating student, will receive tuition reimbursement.

Section 2. Any nurse attending an in-service course on her own time, the attendance of which has been required and approved in writing by Nursing Administration shall be paid straight time for the time spent in attendance.

Section 3. The UNO agrees to encourage its members to voluntarily participate in in-service courses for professional development.

**ARTICLE XXIII**  
**BULLETIN BOARD**

Section 1. The Board shall permit the maintenance of bulletin boards at the expense of the UNO, but the Executive Director shall determine the exact locations, sizes and number of the boards.

**ARTICLE XXIV**  
**STORAGE OF NURSES' POSSESSIONS**

Section 1. The employer shall make every effort to see that a nurse is supplied with a locker to store her possessions during her tour of duty.

**ARTICLE XXV**  
**HOUSING**

Section 1. A joint committee composed of nurses and hospital representatives shall be formed to study and to make recommendations concerning the feasibility and location of apartments for nurses at reasonable rates.

**ARTICLE XXVI**  
**NURSES' LOUNGE**

Section 1. A Nurses' Lounge shall be supplied for

the nurses' use. This lounge shall be fully furnished including material necessary to obtain coffee during meal breaks.

## **ARTICLE XXVII**

### **APPLICABLE LAWS**

Section 1. The provisions of this agreement shall be subject to and subordinate to and shall not annul or modify existing applicable provisions of state and local laws.

## **ARTICLE XXVIII**

### **SAVING CLAUSE**

Section 1. Should any part of any provision herein contained be rendered invalid by reason of any existing or subsequently enacted legislation, or any decree of a court of competent jurisdiction, such invalidation of such part or portion of this agreement shall not invalidate the remaining portion thereof.

## **ARTICLE XXIX**

### **RETENTION OF EXISTING BENEFITS**

Section 1. All rights, privileges and benefits which members of this bargaining unit have heretofore enjoyed and are presently enjoying shall be maintained and continued by the Board during the term of this Agreement.

## **ARTICLE XXX**

### **DISCIPLINARY ACTION**

Section 1. Disciplinary action or measures shall include the following:

1. Oral reprimand
2. Written reprimand
3. Suspension
4. Discharge

**ARTICLE XXXI**  
**GRIEVANCE PROCEDURES**

Section 1. The purpose of the grievance procedure shall be to settle all grievances between the Board and the UNO as quickly as possible, so as to insure efficiency and promote employees' morale.

A grievance is defined as any disagreement between the Board and the employees, or the UNO, involving the interpretation, application or violation of policies, agreements and the administrative decisions affecting them.

A grievance shall proceed as follows:

1. It shall be discussed with the employee(s) involved and the UNO representatives with the immediate supervisor. The answer shall be made within three (3) working days by such immediate supervisor to the UNO.

2. If the grievance is not settled through Step 1, the same shall be reduced to writing by the UNO and submitted to the Director of Nurses (or her designee), and the answer to such grievance shall be made in writing, with a copy to the UNO, within five (5) working days of its submission.

3. If the grievance is not settled by Steps 1 and 2, then the UNO shall have the right to submit such grievance to the Executive Director of the Medical Center, or his designee. A written answer to said grievance shall be served upon the individual and the Grievance Committee within seven (7) working days after submission.

4. If the grievance is not settled through Steps 1, 2 and 3, then the aggrieved shall have the right to pursue all legal remedies afforded by provisions of the Civil Service Act.

5. If the grievance is not settled by steps 1, 2 and 3 and the aggrieved does not elect to pursue his grievance under the provisions of the Civil Service Act, then the UNO shall have the right to submit such grievance to an arbitrator appointed by PERC. The arbitrator shall have full power to hear the dispute and make a final determination, which shall be binding on both parties. The cost of arbitration shall be borne by the Board and the UNO equally.

6. The UNO President, or her authorized representative, may report an impending grievance to the Executive in an effort to forestall its occurrence.

Section 2. Since adequate grievance procedures are provided in this agreement, the UNO agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations or mass absenteeism, or other similar action which would involve suspension of work that may disturb or interfere with the orderly operation of the Medical Center.

Section 3. Nothing herein shall prevent any employee from processing his own grievance, provided the Grievance Committee may be present as observer at any hearing on the individual's grievance.

## **ARTICLE XXXII**

### **CHANGES, SUPPLEMENTS OR ALTERATIONS**

Section 1. Any provision of this agreement may be changed, supplemented or altered, provided both parties mutually agree.

## **ARTICLE XXXIII**

### **UNO RIGHTS**

Section 1. Authorized representatives of the UNO, not to exceed three (3) shall be permitted to visit Supervisor's and Director of Nursing Offices for the purposes of ascertaining whether or not this agreement is being observed. This right shall be exercised reasonably. The UNO representatives shall not impede hospital operations at any time. Additionally, representatives of the UNO shall be allowed to visit with members of the bargaining unit for the purposes of grievances and the like provided, however, the nursing office is put on notice of such visit.

Section 2. The President of the UNO or her designee shall be assigned a special duty and except in cases of emergency shall be entitled to devote ½ day per week or at the discretion of the Executive Director, one day every other week to administer and enforce the provisions of this agreement.

Section 3. During negotiations, the UNO representative so authorized, not to exceed four (4), shall

be excused from their normal duties for negotiating periods.

Section 4. Delegates of the UNO shall be permitted to attend meetings on one Tuesday each month from 2:00 p.m. to 3:00 p.m. in the UNO office. Additionally, special meetings may be arranged with the advice and consent of the Director of Nursing if necessary.

Section 5. The UNO shall be notified by Hospital Officials of all new health programs being instituted in the Community Health Department or the Hospital.

Section 6. The UNO may recommend in-service programs.

Section 7. The UNO may recommend changes in hospital policies and decisions affecting the welfare of patients and nurses ability.

Section 8. The UNO shall be notified if a nurse is to be suspended or discharged.

Section 9. If the employer has reason to reprimand a nurse, it shall be done in a manner which will not embarrass the nurse, before any other nurse, or the public.

## **ARTICLE XXXIV**

### **MANAGEMENT RIGHTS**

Section 1. The Employer hereby retains the right to manage and control its facilities and to hire, promote, transfer, schedule, assign duties, and to discipline or discharge employees for just cause.

Section 2. The Medical Center in accordance with applicable laws and regulations and subject to the terms and conditions set forth in this contract retains full jurisdiction and authority over matters of policy, to maintain the efficiency of hospital operation and to determine the methods, hours, means and personnel by which such operations are to be conducted.

Section 3. The UNO on behalf of the employees agrees to cooperate with the Medical Center to attain and maintain full efficiency and maximum patient care. The Medical Center agrees to receive and consider constructive suggestions submitted by the UNO toward these objectives pursuant to any other clause herein included.

**ARTICLE XXXV**  
**DURATION OF AGREEMENT**

Section 1. This agreement shall be effective as of January 1, 1973 and shall expire on December 31, 1974. Both parties agree to commence negotiations for the year 1975 on or about November 1, 1974.

**ARTICLE XXXVI**  
**RATES OF PAY — WAGES**

1973 Title	Years of Service	Annual Salary
Graduate Nurse .....	0 - 3 .....	\$ 9,806.00
	4 - 6 .....	10,206.00
	7 - 10 .....	10,606.00
	11 - 19 .....	11,006.00
	20 or more.....	11,406.00
Graduate (non-licenced) .....	0 - 3 .....	9,566.00
Special Graduate Nurse .....	0 - 3 .....	10,254.00
	4 - 6 .....	10,654.00
	7 - 10 .....	11,054.00
	11 - 19 .....	11,454.00
	20 or more.....	11,854.00
Head Nurse .....	0 - 3 .....	10,722.00
	4 - 6 .....	11,122.00
	7 - 10 .....	11,522.00
	11 - 19 .....	11,922.00
	20 or more.....	12,322.00
Special Head Nurse ....	0 - 3 .....	11,217.00
	4 - 6 .....	11,617.00
	7 - 10 .....	12,017.00
	11 - 19 .....	12,417.00
	20 or more.....	12,817.00
Lincensed Practical Nurse .....	0 - 3 .....	7,451.00
	4 - 6 .....	7,751.00
	7 - 10 .....	8,051.00
	11 - 19 .....	8,351.00
	20 or more.....	8,651.00
Unlicensed Practical Nurse .....	0 - 3 .....	7,304.00

Special Licensed		
Practical Nurse .....	0 - 3 .....	7,820.00
	4 - 6 .....	8,120.00
	7 - 10 .....	8,420.00
	11 - 19 .....	8,720.00
	20 or more.....	9,020.00

Uniform Allowance after 1 yr.  
payable July 1, 1973 ..... \$200.00

Degree differential  
BA or BS ..... \$500.00

Placement and adjustment on the above salary guide shall be made as of the first pay period following the individual's anniversary date of employment by the hospital.

1974 Title	Years of Service	Annual Salary
Graduate Nurse .....	0 - 2 .....	\$10,706.00
	3 - 5 .....	11,206.00
	6 - 9 .....	11,706.00
	10 - 14 .....	12,206.00
	15 or more.....	12,706.00
Graduate (non-licensed) .....	0 - 2 .....	10,466.00
Special Graduate Nurse .....	0 - 2 .....	11,154.00
	3 - 5 .....	11,654.00
	6 - 9 .....	12,154.00
	10 - 14 .....	12,654.00
	15 or more.....	13,154.00
Head Nurse .....	0 - 2 .....	11,622.00
	3 - 5 .....	12,122.00
	6 - 9 .....	12,622.00
	10 - 14 .....	13,122.00
	15 or more.....	13,622.00
Special Head Nurse ....	0 - 2 .....	12,117.00
	3 - 5 .....	12,617.00
	6 - 9 .....	13,117.00
	10 - 14 .....	13,617.00
	15 or more.....	14,117.00

Licensed Practical		
Nurse .....	0 - 2 .....	8,351.00
	3 - 5 .....	8,726.00
	6 - 9 .....	9,101.00
	10 - 14 .....	9,476.00
	15 or more.....	9,851.00

Unlicensed Practical		
Nurse .....	0 - 2 .....	8,204.00

Special Licensed		
Practical Nurse .....	0 - 2 .....	8,720.00
	3 - 5 .....	9,095.00
	6 - 9 .....	9,470.00
	10 - 14 .....	9,845.00
	15 or more.....	10,220.00

Uniform allowance after 1 yr. .... \$200.00  
 payable January 1, 1974 —\$100.00  
 payable July 1, 1974 .... —\$100.00

Degree differential  
 BA or BS ..... \$500.00

Placement and adjustment on the above salary guide shall be made as of the first pay period following the individual's anniversary date of employment by the hospital.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers this 5th day of October, 1973.

BOARD OF MANAGERS OF THE  
 JERSEY CITY MEDICAL CENTER

By JOHN J. FINN  
 (Signed)

Attest: IRA C. CLARK  
 (Signed)

UNITED NURSES ORGANIZATION  
 OF JERSEY CITY

By ELEANOR C. MOORE  
 (Signed)

Attest: DOROTHY HULINGS  
 (Signed)



### DELEGATES — P.H.N.

R. Raduses .....	5th Fl. Clinic
B. Morse, T. Bubon .....	Bergen
J. Shill, M. McGlyn .....	Greenville
K. Walsh .....	Hudson City
D. Daurio .....	Downtown
M. Fitzgerald, G. Polasky, A. Demetrios .....	School Section

### DELEGATES — HOSPITAL SECTION

18 Med. J. Perez (7-3)	
17 Med. M. Singletory, M. Lett (7-3) V. Sulochona (3-11)	
16 Med. F. Guthrie, C. Stewart (7-3)	
15 Med. J. Canonizado (7-3), B. Lanczuk (3-11)	
14 Med. D. Mroz (7-3), N. Morado (3-11), D. Adams (3-11)	
12 Med. B. Outlaw (11-7)	
11 Med. H. Freeman (7-3), V. Rosky (11-7)	
10 Med. J. Levis, E. Vogt (7-3)	
8 Med. J. Varicodipane (7-3), G. Cook (3-11)	
7 Med. B. McCarroll (7-3), M. Cassidy (3-11)	
6 Med. J. Adams (3-11)	
5 Med. K. Faccone (7-3), P. Brown (3-11)	
4 Med. K. Naples (7-3), J. Cooper (3-11)	
3 Med. & O.R. — T. Selinske, D. Walstead (7-3)	
Emergency Room — V. Frank (7-3)	
Clinics — R. Wegar (8-4)	
Recovery Room — B. Urbanowicz (7-3)	

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**NEGOTIATING TEAM - U. N. O.**

**NEGOTIATING TEAM - J. C. M. C.**