

HPAE Negotiated Enforceable Staffing Ratios 2024-2025

AFT / AFL-CIO

Hospital	Local	Date	Med-Surg	Critical Care	Step Down	Other	Enforcement
Cooper	5118	May 2024	1:4-5	1:2	1:4		Grievance Arbitration
Englewood	5004	May 2024	1:5	1:2	1:4	All units; ED levels	Expedited Arbitration
HMH- Palisades	5030	June 2024	1:5	1:2	1:4	ED Levels	Grievance Arbitration
University Hospital	5089	Oct. 2024	1:5*	1:2	1:4	All units, ED levels	Grievance Arbitration
New Bridge	5091	May 2025	1:5	1:2	1:3	LTC and psych grids	Grievance Arbitration
Inspira- Vineland, Elmer	5131	May 2025	1:5	1:2/1:1 ^o	1:4		Grievance Arbitration
Inspira- Mannington	5142	May 2025	1:5	1:2/1:1 ^o	1:4		Grievance Arbitration
Inspira- Mullica Hill	5621	June 2025	1:5	1:2 /1:1 ^o	1:4	ED levels	Grievance Arbitration
HMH-SOMC	5138	June 2025	1:5.5	1:2	1:4	L&D	Grievance Arbitration
HRH-Christ	5186	July 2025	1:5*	1:2	1:4**†	All units, ED levels	Grievance Arbitration
HRH-Bayonne	5185	July 2025	1:5/1:6 D/N*	1:2	1:4**†	All units, ED levels; M/S-CNA	Grievance Arbitration
HMH-Jersey Shore	5058	Sep. 2025	1:5	1:2	1:3	L&D, Peds, Psych, Tele*, ED	Expedited Arbitration

*Ratio phase in; † Acute Step Down on Telemetry Unit; ^o Based on Acuity of Patient


CODE RED
 Understaffing = Patient Care Crisis 