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CONTACT: Megan Othersen Gorman / mgorman@pasnap.com / (215) 817-5781

Nurses at Temple Hospital Jeanes Campus Win a Contract That Prioritizes Staff Retention and Continuity of Care

Gains Eclipse Those of Every Previous Contract

“A Contract That Will Continue the Legacy of Excellent Patient Care at Jeanes!”

Philadelphia, PA – Almost five months to the day after their previous contract expired and, fittingly, on a day said to be a window of opportunity for big transformation, 375 Jeanes Hospital RNs, who practice under the sprawling Temple University Health System umbrella, ratified a contract that will encourage retention of experienced nurses and therefore prioritize patient care in Northeast Philadelphia.

“We are committed to our patients and our community and strive to be the place that patients feel inspired to go to when they are in need,” says Jeanes Nurses United Co-President Angie Cleghorn, RN, a longtime ICU nurse at Jeanes. “This contract will increase our wages and hopefully keep our experienced nurses at the bedside and at Jeanes, where they are the key to training new nurses and continuing the legacy of excellent patient care at Jeanes.”

Jeanes Nurses United Co-President Kim O’Connell, RN, also an ICU Nurse, echoes those sentiments: “This contract, which ensures paid professional education, safe minimum staffing levels, and significant health and safety provisions to protect patients and caregivers alike, is a testament to the good that can happen when employers and employees come together for the benefit of the organization as a whole.”

The vote for Jeanes Nurses United’s new three-year contract, completed today at 8 p.m., was an overwhelming 90% in favor of ratification.

At the core of the nurses’ negotiations were critical quality of care indicators including safe staffing, workplace violence prevention, and recruitment, retention, and protection of frontline caregivers.

“We worked incredibly hard, over seven long months, to increase safety, patient satisfaction, and staff retention,” says PACU (Post-Anesthesia Care Unit) Nurse Melissa Faust-Savino, RN. “We were absolutely committed to excellence in patient care and to being valued within the Temple Health System – and through the course of the campaign, we made that very clear.”

The caregivers’ new three-year contract includes:

- **Significant staffing improvements:** The hospital will no longer cancel nurses below the posted staffing guidelines. Temple must now follow a staffing fulfillment procedure if there is a risk that a unit will fall below the posted staffing guidelines. Plus, the contract includes a provision for the formation of a Nurse Practice Committee composed of nurses and Temple Health Administration to meet every other month to tackle staffing issues as they arise.
- **Improvements to health and safety:** Temple agreed to implement measures to maintain a safe environment for nurses and patients, including expanding pandemic emergency protections and protections from workplace violence. The new agreement also provides up to a week of paid leave for nurses who are victims of workplace violence.
- **Healthy wage increases:** Across-the-board wage increases of at least 3% in year one, 3% in year two, and 3% in year three, in addition to wage increases based on years of experience to attract caregivers and improve retention of existing staff.
- A \$1,250 ratification bonus for all full-time nurses; \$625 for part-time nurses.

“I’m so proud of JNU and Temple for coming together after a hard-fought, good-faith negotiation and reaching agreement on a contract that provides historic and well-deserved raises to every nurse whose professionalism and dedication guarantee our community innovative, quality, patient-centered care,” says O’Connell. “That is always our primary goal.”

More than 500 nurses and technical professionals at Fox Chase Cancer Center, Jeanes Hospital’s sister Temple Health facility in Northeast Philadelphia, are still bargaining for a first contract. On March 21st, after more than 5 months of bargaining concurrently with the Jeanes nurses, the Fox Chase caregivers voted by overwhelming majorities to authorize their bargaining committee to submit a 10-day strike notice, if necessary.

Jeanes Nurses United is an affiliate of PASNAP, the Pennsylvania Association of Staff Nurses and Allied Professionals, which represents 10,000 frontline nurses and healthcare professionals across Pennsylvania and was founded on the belief that patients receive the best care when clinical-care staff have a strong voice to advocate for both patients and themselves. PASNAP represents more than 3,500 healthcare professionals within the Temple Health system, including the nurses and technical professionals at Fox Chase Cancer Center.