



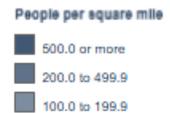
Photo Credit: Prime Healthcare

FEDERAL MEDIATION AVERTS STRIKE AT ST. MICHAEL'S MEDICAL CENTER, SECURES THREE-YEAR AGREEMENT

The Federal Mediation and Conciliation Service (FMCS) assisted Prime Healthcare–St. Michael’s Hospital and JNESO District Council 1- IUOE, AFL-CIO (JNESO) in reaching a new three-year collective bargaining agreement covering 325 nurses and other healthcare professionals. After weeks of stalled negotiations, FMCS intervention on June 10, 2025, brought the parties back to the table, leading to a tentative agreement on June 27 that was ratified the next day. The resolution preserved labor peace, protected jobs, and ensured uninterrupted access to essential healthcare services in Newark, New Jersey.



New Jersey Population Density by County
Source: 2020 Census - U.S. Census Bureau



Estimated Total State Population:
9,288,994

IMPACT, ECONOMIC OPPORTUNITIES, & CONSTITUENT BENEFITS



The negotiations took place under the shadow of a 31-day strike in 2022 that left lingering distrust between labor and management. By mid-2025, talks again reached a breaking point. With a new strike looming and patient care hanging in the balance, the dispute raised urgent concerns about institutional stability and the resilience of healthcare services in an economically challenged part of Newark.

Because St. Michael’s Hospital is a critical healthcare provider in Newark and one of the city’s largest employers, the successful resolution of this dispute directly affects both patient care and economic stability in the region. FMCS’s mediation in this case positively impacts the 768,591 residents of New Jersey’s 10th Congressional District and will:



FMCS entered the process, on June 10, 2025, conducting six mediation sessions over a 17-day period. A federal mediator facilitated multiple rounds of high-stakes dialogue and reestablished negotiation frameworks when progress faltered. At a pivotal moment—when unilateral implementation threatened to trigger an immediate strike—FMCS convened late-night sessions using real-time hybrid engagement, continuous legal review, and iterative contract language drafting. A tentative agreement was secured at on June 27, less than 24 hours before a scheduled strike vote.

- Help to ensure uninterrupted critical and acute healthcare in an economically challenged area.
- Work to safeguard community health and stability in metropolitan Newark, where healthcare anchors both employment and essential services.
- Work to significant financial disruption to vendors, suppliers, contractors, and other hospital.
- Help to strengthen labor-management collaboration after years of strained relations, creating a pathway for improved trust and ongoing dialogue.



Both parties credited FMCS’s impartial guidance and agile response in bridging differences under intense pressure. The resolution avoided disruption to essential health services, preserved 325 jobs, and safeguarded economic and community stability in Newark. This case underscores FMCS’s critical role in preventing labor-related disruptions to essential public services, fostering constructive dialogue between stakeholders, and delivering timely resolutions when community needs are most urgent.

“...The most recent was one of the most difficult negotiations I have experienced in my 20+ year legal career. Prior negotiations between the parties had resulted in a strike, and it seemed like this round was headed in the same direction. Our mediator, Guy Serota, worked behind the scenes, even after the parties ended our meetings. He was instrumental in avoiding the work stoppage, shuttling proposals between parties and making suggestions for next steps.”

Catherine Reed
Vice President and General Counsel, GetixHealth