

# HPAE Local 5118

## Highlights 2021 Contract Proposals

<b>Contract Article</b>	<b>Initial Economic Proposals</b>
<b>Article 7 Overtime</b>	When mandated to work 4 or more hours, want to take the next off & have pre-scheduled OT that week, there shall be no loss of that OT.
<b>Article 7.6 Holiday Schedules and Pay</b>	<ul style="list-style-type: none"><li>• Christmas Day/Eve and New years Day/Eve pay at time and a half.</li><li>• Departments closed on holidays. New: RNs shall be paid straight time for that holiday VS take holiday with no pay or use PTO.</li></ul>
<b>Article 9 Baylor Nurses</b>	Increase number of weekends off in a six-month period from 2 to 3 and increase number of 12 hour shifts off in a six-month period from 4 to 6.
<b>Article 10 Shift Differential &amp; Charge</b>	<ul style="list-style-type: none"><li>• When in charge – no patient assignment.</li><li>• Increase staffing by 1 RN on days/nights</li><li>• Charge pay \$5 per hour on top of base rate.</li></ul>
<b>Article 11.4 Float Pay</b>	Increase float pay from \$2 to \$4
<b>Article 11.7 Mandation Guidelines</b>	When a nurse has pre-scheduled OT within the pay week & is mandated off within that week, there shall be no loss of OT.
<b>Article 20 On Call</b>	<ul style="list-style-type: none"><li>• Increase on-call rate from \$3 to \$8 per hour during the week</li><li>• Increase on call from \$4 to \$10 per hour during the weekend</li><li>• New: Holiday on call. \$16 per hour during the week. \$20 per hour during the weekend.</li></ul>

<b>Contract Article</b>	<b>Initial Economic Proposals</b>
<b>Article 20 On Call</b> (continued)	<ul style="list-style-type: none"> <li>• <b>Premium Call Rate.</b> \$25 per hour for nurses who take call in a specialty area. Specialty areas: Vascular &amp; Hearts.</li> <li>• <b>Additional Call Requirements.</b> When the on-call needs are not meet by working the required call hours, a \$15 per hour flat rate shall be paid.</li> <li>• <b>On-call shall only be assigned after the new OR nurse has completed their orientation with the preceptor.</b></li> <li>• <b>Employees shall be paid a minimum of 3 hours each time they are used for call.</b></li> <li>• <b>When taking call between 11p-7a, then called back to work for 4 or more hours, RN may elect to use up to 4 hours of PTO the next day, with no loss of pre-scheduled OT.</b></li> <li>• <b>Procedural &amp; OR cases occurring outside of the RNs scheduled shift are considered a call case.</b></li> <li>• <b>On call hours shall be selected within 1 week after base day hours are posted.</b></li> </ul>
<b>Article 21 Tuition reimbursement &amp; Staff Development Program</b>	<ul style="list-style-type: none"> <li>• <b>New:</b> Shall be able to use \$500 toward outside sponsored CPR, BLS, ACLS, NRP, etc.</li> <li>• <b>New:</b> Clinical Specialty Certification/re-certification. \$1,000 per year.</li> <li>• <b>New:</b> BS or Master’s Degree. \$1,000 per year.</li> <li>• <b>Preceptor pay for precepting students.</b></li> <li>• <b>Increase preceptor pay from \$2.50 to \$4.00 per hour.</b></li> </ul>
<b>Article 23 Wages and salaries</b>	<ul style="list-style-type: none"> <li>• <b>5% across the board each year of the contract.</b></li> <li>• <b>Maintain 1% raise between the wage scale steps</b></li> <li>• <b>Raise starts June 1</b></li> <li>• <b>Increase wage scale steps from 32 to 38 steps</b></li> <li>• <b>RNs off the wage step scale. \$2,000 longevity check each year of the contract.</b></li> </ul>
<b>Article 31 Health and Safety</b>	<p><b>Quarantine Pay</b></p> <ul style="list-style-type: none"> <li>• <b>Quarantine pay shall be paid at full salary</b></li> </ul>

<b>Contract Article</b>	<b>Initial Economic Proposals</b>
<b>Article 33 Staffing</b>	<p><b>ED.</b></p> <ul style="list-style-type: none"> <li>• 1 RN for 2 patients when patient admitted waiting for an ICU, CCU, TICU or Neuro ICU bed assignment.</li> <li>• 1 RN for 1 patient when patient is an OR emergent admission. * Additional PRN RN until patient goes to the OR.</li> <li>• 1RN for 3 stabilized patients when waiting for an INCU, TSDU, ISICU bed assignment.</li> <li>• The above RNs shall have no other Patient Care assignments until patients are moved to their advanced care bed assignment.</li> </ul>
<b>Article 36 Miscellaneous</b>	Nurses shall be paid for all required education (CLN, Annual Mandatory Compliance and Education) at their hourly base rate.
<b>Article 38 HPAE Retiree Medical Trust</b>	Cooper shall contribute .20 per hour for FT, PT, LT nurses for each hour worked.
<b>Side Letter 1 Perfect Attendance</b>	Maintain Perfect Attendance. FT \$450. PT \$225.
<b>Contract Article</b>	<b>Initial Non - Economic Proposals</b>
<b>Article 1 Recognition</b>	Delete unnecessary language.
<b>Article 4 Union Privileges &amp; Union Business</b>	New member Orientation. Do not want management at our Union orientation & want to be notified in advance of dates/times.
<b>Article 5 Employee Status</b>	<ul style="list-style-type: none"> <li>• All Pool positions have to be posted.</li> <li>• New: Added Regular Float Nurse definition</li> </ul>
<b>Article 7 Hours of Work and Staff Schedules</b>	<ul style="list-style-type: none"> <li>• Mock schedules need to be posted in the unit.</li> <li>• UBP and Retiree Pool shall have a 1-week period to submit their time. Available shifts granted by BU seniority.</li> <li>• New: RNs permitted to request 8 RTOs in a 6-week period.</li> <li>• Management shall tell the RN when they are being mandated to work</li> </ul>

Contract Article	Initial Non - Economic Proposals
Article 7 (continued)	Extra Weekends. Volunteers may be sought. Not assigned.
Article 9.7 Retiree Pool Nurses	Eligibility. Must have 15 years of continuous bargaining unit service as an RN and are at least 60 years of age.
Article 9.11 Outpatient Pool	New: Includes outpatient & procedural areas. Clarified requirements.
Article 11 Floating	<ul style="list-style-type: none"> <li>• Float Districts. Med Surg to Med Surg, Intermediate to Intermediate, Crit Care to Crit Care, Maternal Child Health to Maternal Child Health.</li> <li>• MIU no floating.</li> <li>• OR Holding no floating.</li> <li>• ED no floating.</li> <li>• Regular Float RN. Floats to areas given when hired.</li> <li>• Added MDAnderson</li> </ul>
11.3 (Re) Assignment Guidelines	<ul style="list-style-type: none"> <li>• Added Regular Float RN after Unit-based Pool and before Staff working OT.</li> <li>• New: When RN is brought in after mandated off the first 4 hours &amp; there is a need for the RN to float outside of their unit, float rotation list will be used.</li> <li>• New: RNs may volunteer to float outside of their float district on a shift-to-shift basis. This will not increase the float district.</li> <li>• New: Intermediate Care RNs will be given classroom training/education.</li> <li>• RNs who pick up additional/OT after completing orientation shall be subject to the float language.</li> <li>• When a RN is floated and Low/Census/Over Staffing occurs during the shift, the floated RN shall be returned to their home unit.</li> </ul>
Article 13 Call - Out	<ul style="list-style-type: none"> <li>• Notification by the RN to the Medical Center with respect to use of PTU for a call-out. Change 3 to 2 hours. Day/evening/nights.</li> <li>• The RN shall have the option of being cancelled for the initial 4 hours or the full shift when contacted by Cooper.</li> <li>• Delete disciplines given for pattern occurrences.</li> </ul>

Contract Article	Initial Non - Economic Proposals
Article 15 Seniority, Layoff, Recall and Job Posting	The RN shall only be permitted to transfer or accept a promotion 1 time in a rolling year.
Article 19 Vacation Scheduling	<ul style="list-style-type: none"> <li>• New: RNs shall not be responsible for finding weekend coverage when their required weekend falls within their approved vacation. Weekend requirements must be met.</li> <li>• New: RNs may make switches with Pool, PT and LT RNs. No management approval needed.</li> </ul>
Article 21 Tuition Reimbursement & Staff Development Program	<ul style="list-style-type: none"> <li>• Orientation may be extended at the discretion of the manager, with input from the preceptor and the orientee.</li> <li>• Newly hired RNs with experience. Increase 2 to 4 weeks of orientation.</li> </ul>
Article 22 Benefits	New: Twenty - day notice will be given to the Union, prior to notifying the nurses of proposed benefit carrier changes.
Article 24 Discipline	Medical Center shall notify the Local President & Grievance Chair in writing via email the next business day of any suspensions or discharge, including the reason for the discipline.
Article 33 Staffing	<p>Delete: The Medical center shall staff to guidelines at the start of every shift reflecting:</p> <p>New: The Medical Center shall staff the units below as follows: Delete all exceptions for not having a 1:5 ratio on Med Surg, Telemetry &amp; Oncology.</p>
Article 36 Miscellaneous	<ul style="list-style-type: none"> <li>• RNs shall not accompany patients to go out of the Medical Center to smoke or vape.</li> <li>• Nurse Peer Feedback Process. Delete RN feedback may be used to offer coaching, education or may be incorporated into an individual's annual appraisal after management has assessed and analyzed the information required.</li> <li>• Performance Evaluations: Cleaned up the dates.</li> </ul>

<b>Article 39 Scope of Agreement</b>	<b>Proposal forthcoming</b>
<b>New: Article 40 Successor Language</b>	<b>Proposed language to protect the Union if Cooper merges, consolidates, sells assets, leases, affiliates or enters into an agreement with another company.</b>