

2021 Bargaining Session UPDATES

Negotiating Committee

Doris Bell, Nicole Ansert, Janice Drake, Jackie Framchetti, Jamie Healy, Lauren Kelly, Ann McCausland, Jim Scharff, Patti Scharff, Marcus Treadgill

May 6th - Session 4

During this session, we had a great deal of discussion around the Float Districts and Call Pay. Both sides presented counter proposals for each of the above. Both the Union and Cooper again presented each of their remaining open proposals across the table.

Cooper ECONOMIC PROPOSAL.

Union Rejected all of Cooper's economic proposals.

1% across the board each year

1% step increase in 2021

0% step increase in each remaining year of the contract

1% increase for Pool

Increase parking from \$5 to \$7.50

No Longevity Bonus.

No increase in float pay.

No increase in preceptor pay.

Eliminate ESL Payout

Eliminate Perfect Attendance

Health Insurance. Move to Tier 4, increase smoking penalty from \$25 to \$50

HPAE Economic Proposal as of May 5.

Annual across the board raise - 4.75%

Annual 1% increase between the wage scale steps

Increase step scale from 32 to 36 steps

Longevity bonus for RN's off the step scale - \$1,500

Annual \$1,000 bonus for advanced degrees and specialty certifications/Recertifications

ED staffing language

Outpatient Areas - when closed on the holiday, be paid straight time

Baylor - Increase amount of time off from 2 to 3 weekends or 4 to 6 twelve hour shifts off every 6 months

Call Pay increase

Float Pay - increase from \$2.00 to \$3.75

Preceptor Pay - increase from \$2.50 to \$3.75

Charge Pay - \$5.00 an hour in areas with Charge nurse with no assignment

They Continue to want to:

Reassign nurses from the holiday to an alternate shift for that week

Pool – for those areas that do not work weekends, management will determine work requirement to replace two weekend shifts (Mondays and/or Fridays

Baylor – all call outs will count toward any discipline

Call Outs – the language in our contract is better than Cooper's Attendance & Paid Sick Leave Policy. They want to eliminate the number of absences within the 12 month floating period