

## May 18th - Session 5

Today was not as productive as we had hoped. We spent hours going back and forth about the float districts, on-call pay, schedules (Kronos), mandatory overtime, charge with no assignment and ED staffing language.

### Cooper ECONOMIC PROPOSAL

**Union Rejected all of Cooper's economic proposals.**

1.5% across the board each year. **Came up .5%**

1% step increase in 2021

.5% step increase in each remaining year of the contract. **Came up from NO step increases after the first year to .5% yearly.**

1% increase for Pool. **Came up .5%.**

Increase parking from \$5 to \$7.50 – **Dropped this proposal**

Rejected Longevity Bonus.

Rejected increase in float pay.

Rejected increase in preceptor pay.

Eliminate ESL Payout – **Dropped this proposal**

Eliminate Perfect Attendance

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

**They amended their smoking penalty proposal from \$50 to \$40 per pay**

**Call Pay \$4.50 flat rate for weekdays/weekends, premium call flat rate \$10 for hours that exceed 48 hours in a six- week schedule, holiday call \$6 an hours**

### HPAE Economic Proposal as of May 18

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 specialty certifications/Recertifications

ED staffing language

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

Call Pay – week-days \$5/weekends \$6, holiday call \$10, specialty premium \$12, departmental orientation for new nurses for call, pay for a minimum of 3 hours each time used for call.

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

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

### 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

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.