

2021 Contract Highlights

June 3, 2021

<p>General</p>	<ul style="list-style-type: none"> ➤ Added Float RN to the contract ➤ Employee identifier included in monthly information sent to the Union ➤ Notification to the President and Grievance Chair of suspensions and discharges ➤ Cleaned up old dates
<p>Wages and Salaries</p>	<p>Term of the Contract – 3 Years</p> <ul style="list-style-type: none"> ➤ 10.5% increase over 3 years ➤ 2.50%, 2.50%, 2.50% ➤ 1% step increase each year of the contract. ➤ Increase effective the first full pay period, beginning after June 1. Effective date for 2022 & 2023 shall be the full pay period which includes June 1. ➤ Pension. Employer contributions remain higher for Union nurses than all other employees.
<p>Retiree Pool</p> <p>Float RN</p> <p>Pool</p>	<ul style="list-style-type: none"> ➤ To be eligible, 60 years of age & have 15 years of service as a Cooper RN. ➤ Maintained no work time requirements ➤ When mandating time off bargaining unit seniority will be used to reflect their seniority within the unit the Float RN is currently working. When two or more RN's have the same bargaining unit seniority, hospital seniority will be assessed & canceled in reverse order of seniority. ➤ FT. Required to work 2 winter & 2 summer hallmark holidays. ➤ PT. Required to work 2 winter and 1 summer hallmark holidays. Done by unit seniority on a rotating basis ➤ Pool Holiday Schedules. Pool RNs who do not submit a preference will be assigned a holiday based on patient care needs. ➤ Departmental/Unit Based Pool in locations not open 365 days per year. Refer to handout.

Floating	<ul style="list-style-type: none"> ➤ Float Districts. Refer to handout. ➤ When called off for 4 hours, then called in to work & a float is needed from your unit, the unit float rotation list will be used. ➤ When floated and LCPTO occurs during your shift, you will be returned to your home unit.
Schedules	<ul style="list-style-type: none"> ➤ After the schedule is posted, FT, PT, LT RNs may ask Pool, PT/and or LT RNs to work a shift for them as long as it does not result in OT. Approval is needed.
PTO, Call Outs, and Cancelations	<ul style="list-style-type: none"> ➤ The rights and benefits in this agreement with respect to PTO, call outs and cancelations are more favorable to nurses than those required by the Earned Sick Leave Law. ➤ In the event of a dispute the provision that provides the greater benefit shall apply.
Orientation	<ul style="list-style-type: none"> ➤ The orientee will now be part of deciding whether they are ready to come off orientation or need additional time.
Education	<ul style="list-style-type: none"> ➤ Nurses shall be paid for all required education (CLN, Annual Mandatory Compliance, and education at your hourly base rate. ** This includes doing this from home. ➤ The \$500 may be used toward outside certification testing.
Transfers	<ul style="list-style-type: none"> ➤ Prior to accepting a transfer, RN must disclose during the job offer any vacation requests that may have been approved in current position to the hiring manager. The hiring manager will determine whether vacation request can be honored based on unit needs.
Seniority	<ul style="list-style-type: none"> ➤ Bargaining unit seniority shall be used for single day PTO requests.
Jury Duty	<ul style="list-style-type: none"> ➤ Employees are required to give at least 2 weeks' notice to their CD of the initial summons for Jury Duty and will be paid for actual jury service (if proper notice is given) on regularly scheduled workdays only.
Successor Language	<ul style="list-style-type: none"> ➤ Cooper will comply with all applicable laws related to a merger, consolidation, or sale of assets.

Health Benefits	<ul style="list-style-type: none"> ➤ Employee contributions based on salary tier and participation level shall not increase by more than 1% of the total premium through 2024. ➤ Based on salary, Tier 3 is no longer applicable to RNs.
Procedural Stays	<p>New: Procedural Stays</p> <ul style="list-style-type: none"> ➤ Effective September 1, 2021, procedural units/departments where late stay is required, a two-hour block will be posted on the unit/department needs list when the needs are identified during the workday. Areas: OR, Voorhees Surgery Center, PACU, CCL/EP/S4 Pre & Post, Special Tests, and IR. ➤ Employees who volunteer to finish a case beyond their end of shift and stay to complete the case for more than 30 minutes shall be eligible for a minimum 2 hours pay.
On-Call	<ul style="list-style-type: none"> ➤ Weekdays \$4.50 (up from \$3). Weekends \$5.50 (up from \$4) ➤ New: Holiday On-Call \$7.00 ➤ Premium Pay. \$10 per hour. When on call requirements exceed 48 hours in a 6-week schedule, a premium of \$10 per hour shall be paid, for hours above the 48-hour requirement. Switching of unequal hours or picking up another nurse's minimum required call hours/shifts shall not qualify for this premium call rate. ➤ New: On-Call requirements shall be assigned to newly hired and/or transferred employees during their department orientation as "buddy call." ➤ New: Effective the first pay period beginning after Sept.1, 2021, for employees on weekend call for a block of time that is greater than 12 hours, the employee will be paid a minimum of 3 hours for the first call back in each 12-hour block. This is in addition to the provisions of Policy 8.208 On-Call Back Assignments. ➤ When an on-call RN is called back to work for 4 or more total hours between 11p-7a, the RN may request to use up to 4 hours of PTO the next day, either at the beginning or end of their shift provided that the regular shift begins no later than 11:00am.

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