

TENTATIVE AGREEMENT

Cooper University Health Care and HPAE

Date: March 13, 2024

SIDE LETTER 1

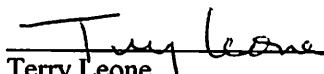
Attendance

Full Time registered nurses who maintain perfect attendance during the time periods listed below shall be eligible to receive a \$450.00 (\$225.00 for part time employees) bonus which will be subject to all applicable taxes. Perfect attendance is defined as no Paid Time Unscheduled (PTU) no lateness and no early departure.


January 1, 2024 – December 31, 2024

January 1, 2025 – December 31, 2025

January 1, 2026 – December 31, 2026



Terry Leone
HPAE Representative



Beth Green
Sr. Vice President/CHRO

3.13.24
Date

3.20.2024
Date

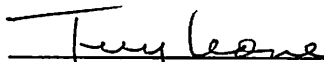
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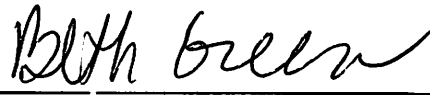
ARTICLE 24. DISCIPLINE

24.3 In addition to notifying the affected employee, the Medical Center agrees to notify the Union (Local President and Grievance Chair) in writing by email by the next business day of any suspension or discharge of any bargaining unit employee. Employees receiving either a suspension or a discharge may challenge such decision by filing a grievance immediately at the final Step (3) of the grievance procedure. The Union shall determine the validity of the grievance and may, thereafter, proceed through the grievance procedure. This shall include the filing of Class Action grievances.



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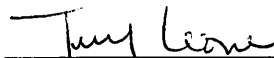
Cooper University Health Care and HPAE

Date: March 20, 2024

22.3 Pension Plan. The Medical Center agrees to provide to eligible bargaining unit employees the same Cooper Health System, Inc. Defined Contribution Retirement Plan, as it may be amended from time to time (The "Plan"), which it also provides to non-bargaining unit employees, subject to the terms and conditions of the Plan. ~~Benefit accruals for all RNs in the Cooper Health System Retirement Plan (The Defined Benefit Plan) have been frozen in accordance with ERISA standards.~~

No actions by the Medical Center respecting the Plan ~~or the DB Plan~~ nor any disputes arising under or relating to the Plan ~~or the DB Plan~~ shall be subject to arbitration under this Agreement. All such disputes between the Medical Center, the Plan, ~~the DB Plan~~, the Union or the employees shall be resolved in accordance with the procedures specified in the applicable Plan or, if no Plan is applicable, by applicable law.

Pursuant to the Plan document, the contribution for the Medical Center's Retirement Plan is 1% of base salary. Three (3) additional contributions of 2% each will be made to the retirement accounts of vested participants. The first contribution will be made after December 31, 2024, the second after December 31, 2025 and the third after December 31, 2026.



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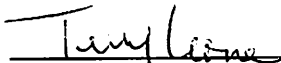
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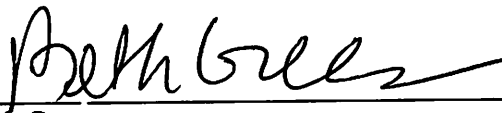
Date: March 20, 2024

11.7 Mandation Guidelines

(2) Nurses that have greater than 30 hours mandated with pay in a calendar year, shall be permitted to take preapproved vacation time even if they do not have enough PTO time (can be unpaid) equal to the amount of hours that were mandated off per calendar year.



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7.7 Procedural Stays

Procedural units/departments where late stay is required, a two (2) hour block will be posted on the unit/department needs list when the needs are identified during the work day.

Procedural areas:

Operating Room

Voorhees Surgery Center

PACU

CCL/EP/S4 Pre&Post

Special Tests

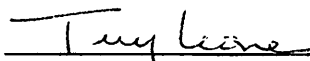
Interventional Radiology (IR)

SCU

SPU

Echocardiography

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 two (2) hours pay.



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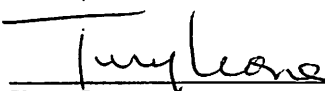
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ARTICLE 3. INFORMATION

On or about the 15th of each month, the Medical Center shall electronically send the union staff representative and the identified HPAE Administrative staff person the name, address, phone number, and status arranged by cost center in alphabetical order beginning with the last name first of the bargaining unit nurses. At the same time, in separate reports the Medical Center shall electronically send the union staff representative name, Employee ID number, address, telephone number changes, transfers in/out of the bargaining unit, retirement status (when applicable), and the pending list.


Semi Annually, on February 1st for months July 1 to December 31st and August 1st for months January 1 to June 30th, the Medical Center shall provide the Union with an alphabetical listing of all bargaining unit employees, indicating unit, classification, address, phone number, and Employee ID number. Such list shall be provided electronically. In addition, the Medical Center shall provide (2) seniority lists, one containing names and dates of hire in descending bargaining unit seniority order, and the other by unit or departmental seniority order and provide name and or address changes for those employees who have so notified Medical Center.

Cooper also agrees to produce the daily staffing reports on Monday and Fridays.



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