

TENTATIVE AGREEMENT
Cooper University Health Care and HPAE

Date: March 27, 2024

23.8 Professional Development Ladders: The Medical Center retains the right to modify, to replace, or to eliminate Professional Development Ladders. The Medical Center will collaborate with HPAE should Cooper develop a new Professional Development Ladder structure. The ladder will include credit for HPAE elected Officers, HPAE members who officially chair the Staffing, Labor Management, Violence Prevention, Health & Safety, Safe Patient Handling and or the Bloodborne Pathogen Committee, HPAE members who are part of the negotiating committee and union representatives. The Professional Council shall review the current compensation schedules and the requirements for each level of the Professional Ladders for Nursing Practice for the purpose of recommending increased payments and adjustments. The Professional Development Ladder compensation will be paid in a separate check from the regular check.

Terry Leone
Terry Leone
HPAE Representative

4.8.2024
Date

Beth Green
Beth Green
Sr. Vice President/CHRO

4.8.2024
Date

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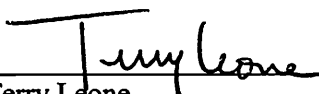
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5.7 Float Nurse


A Float Nurse falls under the Employee Status of 5.2 and 5.3 Regular Full Time and Regular Part Time. Terms of the Collective Bargaining Agreement that relate to Float Nurse without specifying I or II shall apply to both. Must have two (2) years RN experience in their Clinical Groupings. The float nurse is not eligible on the wage step scale and will not receive float pay. Float Nurse I follow regular full time requirements for vacation scheduling and weekend requirements. Float Nurse II will be required to work five (5) weekend shifts in a 6 week schedule.

Unit Seniority: The float nurses' unit shall be Logistics. The float nurse(s) will report and will be given their assignment by the Logistics Department.



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5.6 Baylor Nurse Definition

A Baylor Nurse is one who is division – based and works every weekend (defined as two (2) twelve (12 hour) shifts from 7pm Friday to 7am Monday. In the OR and PACU, the weekend is also defined as Friday/Saturday days. The weekend schedule will be determined by patient care and unit staffing needs.

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