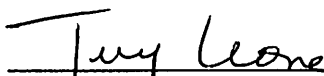


- 4) In the event that required staffing levels cannot be accomplished using the above, the Medical Center shall assign regular employees on a rotating basis in reverse order of bargaining unit seniority to work such additional shifts required to meet the immediate, emergent or urgent patient care needs.

Employees who are scheduled to work a specific weekend and who are absent because of a call out are subject, based on staffing and patient care needs, to being required to make up the missed weekend shift. Such make up shift, if required by staffing and patient care needs, shall be by mutual consent but if such consent is not obtained may be assigned by the Medical Center anytime during the next two schedules.


Employees who are scheduled to work every third weekend, whose assigned weekend falls during a requested pre-approved vacation, will be required to find coverage in order to have their vacation formally approved. If no coverage is able to be found by four (4) weeks prior to the start of the employee's planned pre-approved vacation, and all attempts have been exhausted to find coverage, the vacation will be approved and leadership will assign a make-up weekend shift(s) within the following 6 weeks after the end of pre-approved vacation.

During the term of this Agreement, the Staffing Committee shall meet monthly to review and discuss the feasibility of the establishment of weekend alternative programs. The Medical Center retains sole ultimate discretion regarding the establishment, implementation and continuation of any weekend or extra time incentive program which it may choose to make available to employees.



Terry Leone
HPAE Representative

5.13.2024
Date



Beth Green
Sr. Vice President/CHRO

5/13/2024
Date

TENTATIVE AGREEMENT
Cooper University Health Care and HPAAE
Date: May 13, 2024

7.5 Weekend Rotation

The normal weekend work requirements for all full and part time Nurses is every third weekend or the equivalent (four (4) shifts per six (6) week period). A weekend, for purposes of defining a weekend off and/or a weekend worked as determined by the Clinical Director, is defined as two (2) days: Saturday and Sunday for day and evening staff, Friday and Saturday, or Saturday and Sunday for night staff, which may be different for Regular (FT, PT LT) and pool (UBP and Retiree) staff.

Full-time, Part-time, and Limited time nurses with between twenty-five (25) and twenty-nine (29) years of service will work one weekend per month and those nurses with thirty (30) or greater years of service will not be required to work weekends.

Bargaining unit employees may volunteer to work more than every third weekend or its equivalent and shall be compensated at their regular straight time hourly base rate unless such time entitles the employee to overtime or any other existing incentive. The employer may assign staff extra weekend time in order to meet unforeseen (for example, LOA's, resignations) and immediate, urgent or emergent patient care needs, such to be done only after:

- 1) Volunteers shall be sought.
- 2) Pool staff.
- 3) For weekend requirements caused due to open budgeted deliberately unapproved vacant positions, the Medical Center shall seek agency staff, prior to rotating regular staff in reverse order of bargaining unit seniority.