

5. By the end of calendar year 2024, RNs will be issued badges in accordance with the New Jersey Health Care Transparency Act.
6. As of the first pay period after January 1, 2025, team members who need to be off from work because of a physical injury due to workplace violence shall report through EARS and go to occupational health for such injury. One shift during the first 5 days after the incident will be paid without loss of PTO if certified by Occupational Health/ED. Payment under this section will sunset May 31, 2027.

Terry Leone

Terry Leone  
HPAE Representative

5-20-24

Date

Beth Green

Beth Green  
Sr. Vice President/CHRO

5.20.2024

Date

**TENTATIVE AGREEMENT**  
**Cooper University Health Care and HPAE**  
**Date: May 20, 2024**

**New: Article 31a RN Workplace Safety and Violence Prevention**

The Medical Center will continue to develop and implement programs to prevent violence against staff as follows:

1. The Medical Center shall provide violence training, including but not limited to identifying potential violent situations, deescalating violence, and minimizing violent behaviors by patients and others.
  
2. The Medical Center will take the necessary steps to prevent and respond to violent situations.
  
3. The Medical Center agrees to a RN Workplace Safety and Violence Prevention Committee.
  - The Committee shall consist of representatives from the Union and the Medical Center including six (6) representatives from each party.
  - One (1) week prior to the scheduled meeting, the Union and Medical Center will confer with each other regarding an anticipated agenda.
  - Committee members will be afforded time, with no loss of pay, during their workday to attend such meetings, as approved by their manager and subject to staffing needs and patient care requirements. The committee shall meet monthly.
  - Meeting dates shall be set in November for next year and shall be sent to the committee members by November 30.
  - This committee will align with the Violence Prevention Committee and support organizational initiatives. A designated HPAE representative will report out at the Violence Prevention Committee on a monthly basis.
  
4. The Medical Center agrees to share the results of a risk assessment of workplace security in areas where bargaining unit RNs work as they are completed at the committee meeting.