

a comparable position. Comparable means the same shift, number of hours and clinical specialty.

If the employee returns to the bargaining unit more than four (4) months after transfer or promotion, they shall return to their former position, if available, a comparable position or to a vacant, approved to fill, position for which they are qualified. In the event the absence from the bargaining unit is greater than four months, if there are no comparable positions available, the employee shall have the right to convert to Pool status and retain the right of first refusal to the next available comparable position.

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 HPAAE
Date: May 20, 2024

15.1 Definition

1) Bargaining unit seniority shall be defined as the length of an employee's continuous service and shall cover all paid and unpaid leaves of absence less than one year within the bargaining unit, computed from the Registered Nurse's last date of hire or eligibility within the bargaining unit as a whole for all employees hired on or after June 1, 2000. All employees employed prior to June 1, 2000 shall compute their seniority based upon their date of hire within the Medical Center.

2) Unit, department, site or office seniority is the length of continuous service as a Registered Nurse determined by the last date of assignment within that unit, department, site or office. Continuous service shall cover all paid and unpaid leaves of less than one (1) year and shall be computed based upon the Registered Nurse's bargaining unit seniority.

3) An employee who, after transfer or promotion out of the bargaining unit, remains in the continuous employ of the Medical Center may be returned to the bargaining unit with no loss of bargaining unit seniority. The employee's former bargaining unit position shall be guaranteed if such employee returns to the unit within 90 days. The employee's unit and bargaining unit seniority will be guaranteed if such employee returns to the unit within ninety (90) days. After ninety (90) days the employee will lose their bargaining unit seniority and unit seniority. If the employee returns to the bargaining unit more than three (3) months but less than four (4) months after transfer or promotion, he/she shall return to their former position, if available, or to