

February 2026 Communications

Labor Management

- Update Received from Cooper on CCU Incident
 - Occurred on January 31st, impacting CCU, K3, and CDU in physical damage primarily from sprinkler system
 - Reopened the areas impacted February 10th and 11th with approval from Department of Health
 - From the LEB: A huge thank you to the nurses and staff who worked and were impacted by this incident!
- UKG Pro
 - We discussed key concerns that were brought to our attention
 - Clocking out “early” at 0724 or 1924
 - Admin to look more into this and we will provide an update
 - No history of past timecards
 - Per HR, please reach out to payroll or your direct manager for your personal records
 - Staffing mentioned to multiple nurses that they were “not using” this platform
 - Upon clarification with admin, staffing is using this platform
 - Staffing has told nurses they cannot see them picking up directly on the new platform
 - Admin to look into this further
 - Please continue to utilize the previous ways of picking up to avoid any miscommunication: emailing or calling staffing directly
- Parking
 - Discussed general parking updates with Admin, specifically concerning the new building and the need for safe options to park
 - Per admin, parking continues to be a daily conversation
 - Discussed concerns brought forth to us regarding paying for parking at sites like Walter Rand
 - Per Cooper, the hospital must pay for the blocks of spots that the staff utilize – Cooper pays a majority of the parking expenses upfront, and the staff pays the remainder
 - Discussed lack of on-call parking spots
- Nursing Ladder
 - 248 applicants for the year 2025

RN Safety and Violence

- Voorhees Parking Garage – Concerns brought forth to Cooper
 - Addressed ongoing concerns at Labor Management and RN Safety and Violence

- Some concerns included all blue lights being “out of order”, lack of security presence, concerns for lack of a safe path
- Per Cooper, they investigated adding a second crosswalk on the road for safety
 - This was declined - a decision determined by Voorhees Township
- Cooper is looking into the other concerns brought forth and will provide a follow up
- Strongline Buttons
 - Addressed concerns at Labor Management and RN Safety and Violence
 - Brought to our attention that there was a lack of accuracy in location tracking with the buttons
 - Gateway points that are plugged into the walls are being knocked out by stretchers accidentally or being unplugged when they are not screwed into the walls
 - Cooper is looking into doing more frequent rounding on these plugs to make sure they are accurately placed
 - Cooper is looking into placing these gateway points higher on the wall for the newer buildings
- Walter Rand Garage
 - Cooper is encouraging nurses to ask for an escort to the garage if needed
 - Per Cooper, this service is being underutilized
 - Call security at any time and ask for escort

Staffing Updates

- Increase in PRN/Float Positions
 - No more expansion at this time per our staffing reports
 - Filling vacancies, mostly nights and critical care/intermediate
- Inappropriate patients in alternative care spaces
 - Non-tele patients in cath lab
 - Was due to CCU fire and trying to offload K1 to move CCU patients there
 - Trach patient in the hallway of P7 with critically low potassium
 - Cooper has admitted this was not an appropriate patient for the hallway
 - Cooper asked for an EARs report to be written so they can track and follow the patient’s MRN
 - MIU
 - One nurse had 8 patients, second nurse had 9 patients, and third nurse had 8 patients
 - Discussed need for better communication from/with the CODs
 - Ex: one couplet could’ve been sent to D5
- Agency number is down to about 3%
- Turnover

- For Cooper nurses: 13.6%
- For Cooper nurses leaving within a year: 29.5%

Positives and Grievance Updates

- **BIG WINS!**
 - PICU RN paid for incorrect cancel
 - MDA RN paid for incorrect cancel
- Multiple Step 1 grievances in process
- Grievance Process
 - Please keep in mind, we have 10 days to file a grievance!
 - If you are unsure if your situation calls for a grievance, please reach out to an LEB officer ASAP for clarification.

General January Updates

- Important 2026 Dates
 - General Membership Meeting: **April 29th, 2026**
 - In-person times: 8am and 1pm
 - Zoom session: 8pm
 - More walk-through dates to come
 - **Negotiations are around the corner in 2027!**
 - Come out and talk to us about your concerns.
- Need to request a union representative?
 - If you were asking to come into the office by management, always ask “will this meeting lead to a discipline?”
 - If the answer is yes, then ask for a rep to be present.
- Contacting a union rep/officer
 - We cannot use any correspondence provided by Cooper (ie Cooper email, Tigertext, Webex, etc)
 - Please reach out to us via Facebook, online submission, or our emails listed on the representative chart!
 - You can find the most updated rep chart pinned on this page.
- General reminders:
 - You must give at least a 3-hour notice when calling out for your shift
 - Please allow 24-48 hours for LEB and reps to get back to you (Facebook post, Facebook message, email, message, etc). We all work and have families but will get back to you as soon as possible.

February 2026 Communications

Standing Strong Together – Updates, Wins, and What’s Ahead

Labor Management

We requested an update from Cooper regarding the January 31st CCU incident, which caused physical damage to CCU, K3, and CDU primarily due to the sprinkler system. The impacted areas were successfully reopened on February 10th and 11th with Department of Health approval. The LEB extends a sincere thank you to all nurses and staff who worked through and were affected by this incident.

During Labor Management, we also addressed concerns surrounding UKG Pro. Questions were raised about clocking out at 0724 and 1924, and administration will be reviewing this further and providing updates. For those unable to access past timecards, HR has advised contacting payroll or your direct manager for personal records. Clarification was also made that staffing is actively using the new platform, though they are unable to see nurses picking up shifts directly within it. Administration is investigating further, and in the meantime, nurses are encouraged to continue emailing or calling staffing directly to avoid miscommunication.

Parking remains an ongoing discussion with administration, especially regarding safe parking options as the hospital continues to expand. Concerns about paid parking at locations such as Walter Rand were discussed; Cooper explained that the hospital pays most parking costs upfront, with staff covering the remaining portion. The lack of on-call parking spots was also raised.

RN Safety and Violence

Concerns about the Voorhees Parking Garage were brought forward at both Labor Management and RN Safety and Violence meetings. Issues included non-functioning blue lights, limited security presence, and concern for lack of a clearly safe walking path. While Cooper explored adding a second crosswalk, this request was declined by Voorhees Township. Cooper is reviewing the additional concerns and will provide follow-up information.

Strongline button concerns were also discussed, particularly regarding inaccurate location tracking. Gateway points plugged into walls are being accidentally dislodged by stretchers or unplugged when not securely fastened to the wall. Cooper plans to increase rounding to ensure proper placement and is exploring mounting gateway points higher on the walls in the newer buildings.

At Walter Rand Garage, nurses are reminded that security escorts are available at any time. Cooper noted that this service is currently underutilized and encourages staff to call security if they would like an escort.

Staffing Updates

There will be no further expansion of PRN or float positions at this time, though vacancies—primarily on nights and in critical care/intermediate units—are being filled. The agency nurse utilization rate has also decreased to approximately 3%.

Concerns were raised about inappropriate patient placements in alternative care spaces. Non-telemetry patients were temporarily placed in the cath lab due to the CCU fire and related unit movement. A trach patient with critically low potassium was placed in a hallway on P7; Cooper acknowledged this was not appropriate and requested an EARs report for tracking and follow-up. On MIU, staffing ratios reached 8–9 patients per nurse, highlighting the need for improved communication with CODs. For example, one couplet could have been transferred to D5 to improve balance. The more we know about these inappropriate and unsafe assignments, the more we can lead these conversations with administration.

Furthermore, current turnover for Cooper nurses is 13.6%, with 29.5% of nurses leaving within their first year.

Positives and Grievance Updates

We are celebrating some big wins: a PICU RN and an MDA RN were both paid following incorrect cancelations. Multiple Step 1 grievances are currently in process.

Please always remember that grievances must be filed within 10 days. If you are unsure whether your situation qualifies, contact an LEB officer as soon as possible for guidance.

General January Updates

Mark your calendars for the first 2026 General Membership Meeting on April 29th, 2026, with in-person sessions at 8:00 AM and 1:00 PM, and a Zoom session at 8:00 PM. Additional walk-through dates will also be announced soon. Please keep in mind: negotiations are approaching in 2027—now is the time to share your concerns and get involved.

If management asks you to come into the office, always ask, “Will this meeting lead to discipline?” If the answer is yes, request union representation immediately.

Please remember that union representatives cannot use Cooper communication platforms such as Cooper email, TigerText, or WebEx. Reach out via Facebook, online submission, or the emails listed on the representative chart, which is pinned on the top of the Facebook page.

Finally, just some general reminders. At least three hours’ notice is required when calling out for a shift. Please allow 24–48 hours for LEB officers and representatives to respond to messages, as we are all working nurses with families—but we will respond as soon as possible.