

TENTATIVE AGREEMENT  
Cooper University Health Care and HPAAE  
Date: May 8, 2024

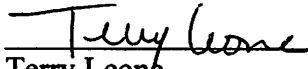
Side Letter 3

Artificial Intelligence

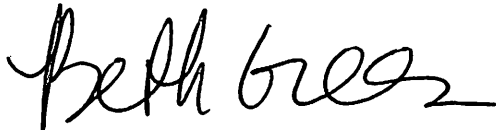
The Medical Center and the Union agree, in the event that implementation of AI systems in patient care results in a reduction in force of bargaining unit members, the parties will bargain the effects of the AI implementation.

The Medical Center shall take measures to minimize any potential job loss for bargaining unit nurses resulting from the implementation of AI systems.

Any tracking or monitoring of nurses shall comply with all applicable privacy laws and regulations.

  
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Terry Leone  
HPAAE Representative

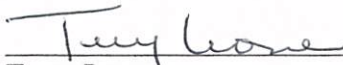
5.8.2024  
Date

  
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Beth Green  
Sr. Vice President/CHRO

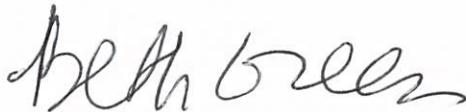
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Nurses who are required to float may be required to be oriented to determine qualifications.

- 5) Employees who float shall not be involuntarily assigned Charge Nurse duties, absent an emergency situation.
- 6) Employees may sign-up to work extra shifts in a Clinical Grouping other than their own if qualified in the second Clinical Grouping and when they do so, they shall be subject to float to such units as needed by the Medical Center. [Nurses must sign up in the staffing office for extra shifts.](#)
- 7) Excluding Pool Nurses, an employee who is assigned to a float unit should not be involuntarily floated again within the shift, absent an emergency.
- 8) Upon being reassigned, employees must report to the assigned unit within ten (10) minutes of notification.

  
\_\_\_\_\_  
Terry Leone  
HPAE Representative

5.8.2024  
Date

  
\_\_\_\_\_  
Beth Green  
Sr. Vice President/CHRO

5.8.2024  
Date

TENTATIVE AGREEMENT  
Cooper University Health Care and HPAAE  
Date: May 1, 2024

**11.3 (Re) Assignment Guidelines**

1) When two or more nurses are determined by the Medical Center to be equally qualified utilizing the criteria in 11.1, the following guidelines will be utilized to float or (re) assign:

- Agency nurses
- Volunteers
- Pool
- Baylor
- Staff working outside of their unit
- Unit-based pool
- Float Nurse
- Staff working overtime
- Staff working additional time
- Regular staff by reversed order of bargaining unit seniority on a rotating basis

When a bargaining unit RN is brought in after mandated off the first four (4) hours and there is a need for the RN to float outside their unit, the float rotation list shall be used.

\*Note: Except for Agency nurses (re) Assignment will be done by reverse order of bargaining unit seniority on a rotating basis.

\*\*Note: On a volunteer basis a Unit-Based pool nurse may add a unit to their float district as long as they have competence in that area.

Note: Nurses may volunteer to float outside of their float district on a shift to shift basis.

- 2) Orientees shall not be subject to floating.
- 3) Nurses who have transferred and are on orientation may be involuntarily floated to their previous unit up to 2 times during orientation. If floated during this time, orientation will be extended for the number of hours of float time.
- 4) Nurses will not be required to float for three (3) months after completion of orientation.
- Nurses who sign up for overtime and/or additional time within these three (3) months, may be floated when on that overtime and or additional time.