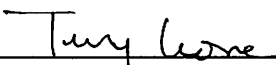


**Excessive call-outs shall be disciplined as follows:**


- Next Occurrence - Written Warning
- Next Occurrence - Written Warning
- Next Occurrence - Suspension of one normal workday  
as defined in Article 7.1 (8,10 or 12 hrs.)
- Next Occurrence - Suspension of one normal workweek  
as defined in Article 7.1 (36 or 40 hrs.)
- Next Occurrence - Termination

Staff working overtime or additional time will be permitted to cancel themselves at least twenty-four (24) hours in advance Monday 7a – Friday 7a, and forty-eight (48) hours Friday 7p – Sunday 7p without being charged a PTU day for the purpose of discipline. A late cancellation will result in an unpaid PTU for purposes of discipline.

It is agreed that the rights and benefits in this agreement with respect to paid time off, call outs and cancelations as provided in Article 13.1 are more favorable to nurses than those required by the Earned Sick Leave Law and therefore the provisions of the ESLL shall not apply to this agreement. However, in the event of a dispute the provision that provides the greater benefit shall apply. The parties agree to meet and discuss during regular scheduled Labor Management meetings any issues around the provision.

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

5.22.2024  
Date

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

5.22.2024  
Date

**TENTATIVE AGREEMENT**  
**Cooper University Health Care and HPAAE**  
**Date: May 22, 2024**

**ARTICLE 13 CALL-OUT**

**13.1** Sometimes it is necessary to counsel/remind employees of their attendance responsibilities. Employees working less than 40 hours will have a prorated occurrence of absence within any floating twelve (12) month period. Department Heads are responsible for monitoring absenteeism in a timely manner. Guidelines should be applied within the pay period they occur.

Notification by the Employee to the Medical Center with respect to the use of PTU for a call-out shall be as follows:

- Day Shift - 3 Hours
- Evening Shift - 3 Hours
- Night Shift - 3 Hours

Below is the guideline for the kind of absence pattern which will lead to management counseling. However, management should counsel when a trend is noted, regardless of the number of absences. Example: every Friday or the shift before or after a Premium Pay Day.

Percentage of time worked	Number of absences within floating 12 month period before management action	Actions
100 (40/40)	5	Verbal Counseling
.90	5	Verbal Counseling
.80	4	Verbal Counseling
.70	3	Verbal Counseling
.60	3	Verbal Counseling
.50	2	Verbal Counseling
.40	1	Verbal Counseling
Pool (excluding 9.9 and 9.10)	2	Verbal Counseling

All management action thereafter will follow the established progression.

Baylor nurses will be paid the Level One (1) pool rate plus shift differential for extra shifts worked.

The Baylor Program will be funded for the duration of this contract.

Baylor Nurses are eligible for the Cooper Medical Plan only as full time employees. There will be no additional payment if medical coverage is waived.

Baylor nurses are eligible to participate in the Dental Plans as part-time employees.

Baylor nurses are eligible to participate in the Professional Ladder program.

Baylor nurses are eligible to participate in the flexible spending accounts.

Baylor Nurses are eligible for holiday pay when the holiday falls on their required weekend to work.

There is no PTO accrual or use. Any PTO balance will be paid out in the case of a transfer.

Shifts are twelve (12) hours in length, not including a thirty (30) minute unpaid meal period.

Nurses applying for a Baylor position must have at least two (2) years registered nurse experience.

A one (1) year commitment to Cooper is required.

Baylor Nurses must give four (4) weeks notice prior to transfer or resignation.

Terry Leone  
Terry Leone  
HPAE Representative

5.22.2024  
Date

Beth Green  
Beth Green  
Sr. Vice President/CHRO

5.22.2024  
Date

TENTATIVE AGREEMENT  
Cooper University Health Care and HPAAE  
Date: May 22, 2024

**9.10 Weekend Division Based Baylor**

Baylor nurses must be competent to float in at least three (3) units of the division. Division-based Baylor must work every weekend (defined as two (2) 12 hour shifts from 7pm Friday to 7am Monday) as determined by patient care and unit staffing needs. Baylor nurses will work either Saturday/Sunday days, Friday/Saturday days (OR and PACU only), Friday/Saturday nights or Saturday/Sunday nights. Baylor nurses will work either Saturday/Sunday days, Friday/Saturday nights or Saturday/Sunday nights. Baylor nurses work twenty-four (24) hours every weekend and are paid for thirty six hours (24/36). When a Baylor nurse is cancelled one shift on the weekend for low census they will be paid twenty-four (24) hours for twelve (12) hours worked for the second shift of that weekend. The weekend division-based Baylor nurse will work the premium holiday if it falls on his/her weekend to work.

Baylor nurses may take two (2) weekends or four (4) twelve (12) hour shifts off every six (6) months. The process for requesting time off will be to submit either a vacation request as indicated in Article 19, Vacation Scheduling, or the Kronos Time Line to their Sheppard manager.

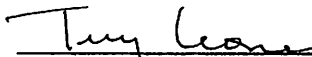
Federal and State law will guide FMLA, workers compensation and pension issues.

Earned ESL will remain in the bank of regular full and part-time employees transferring into a Baylor position.


Baylor nurses are permitted two (2) call outs within a twelve (12) month floating period. The third (3rd) call out may result in suspension (2 days) (one call out occurrence equals 1 or 2 shifts in one weekend). The fourth (4) call out may result in termination of employment. This applies only when Baylor nurses are working the required weekend shifts. When Baylor nurses work over and above their regular required weekend shifts, any callouts will be subject to the call out/absenteeism process outlined in Article 13.

TENTATIVE AGREEMENT  
Cooper University Health Care and HPAAE  
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**9.7 Retiree Pool** Nurses who are at least sixty (60) years of age and have fifteen (15) years of service in total as a Cooper bargaining unit registered nurse will be eligible to participate in a retiree pool as a bargaining unit employee. The Retiree Pool Nurse will be permitted to work in one specified area. The retiree pool nurse and Clinical Director will determine the area based on clinical competencies. There will be no weekend or holiday requirement. The hours requested will be at the discretion of the employee and may be in increments of four (4), six (6), eight (8), ten (10), or twelve (12) hours. Hours actually worked will be dependent upon patient care and unit staffing needs. There will be no floating requirement. The Level One (1) pool rate will apply.

  
\_\_\_\_\_  
Terry Leone  
HPAAE Representative

5.22.2024  
Date

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

5.22.2024  
Date