

13. Volunteers without PTO by bargaining unit seniority. (MCH – RNs using PTO will be granted first based on BU seniority)
14. Float RNs
15. Mandate the least senior nurse on a rotating basis by bargaining unit seniority per the unit mandation list.

### 11.7 Mandation Guidelines

When mandation must occur per article 11.6 #14 15 the following guidelines will be followed:

A list will be maintained based on bargaining unit seniority on a rotating basis. This list will capture the date and number of hours mandated, and will clear every January 2

- (1) Article 11.6 #15 will not be used on Summer or Winter Holidays until all nurses in order of bargaining unit seniority are offered the shift off with or without PTO. Mandated holiday shifts (Article 11.6 #14 15) will not count as a holiday shift off.
- (2) Nurses that have greater than 30 hours mandated, with pay in a calendar year, shall be permitted to take preapproved vacation time even if they do not have enough PTO time (can be unpaid) equal to the number of hours that were mandated off per calendar year.

Terry Leone

Terry Leone  
HPAE Representative

5.20.2024  
Date

Beth Green

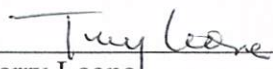
Beth Green  
Sr. Vice President/CHRO

5/20/2024  
Date

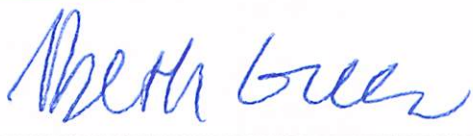
TENTATIVE AGREEMENT  
Cooper University Health Care and HPAE  
Date: May 30, 2024

**22.2** It is agreed that the Medical Center reserves the right to change the respective benefit carriers. For the duration of the Agreement, the benefit listed above made available to bargaining unit employees shall remain substantially equivalent. The Medical Center shall provide the Union with no less than twenty (20) days' notice in writing of any material change in the benefits made available to bargaining unit employees. The twenty (20) day notice to the Union shall be given twenty (20) days prior to the Medical Center notifying the bargaining unit nurses of the proposed changes.

For bargaining unit employees who participate in the Cooper Health Plan, the employee contributions for health insurance based on salary tier and participation level shall not increase by more than 1% of the total premium + \$25 per pay for each year of the contract through 2027<sup>4</sup>. Employees who are non-tobacco users will receive a \$25 per pay discount for being a non-tobacco user, as defined in the plan. A tobacco cessation program will be offered at no cost to employees to assist in becoming a non-tobacco user. [There shall be no increase to team member contributions for health insurance for plan year 2025.](#)

  
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Terry Leone  
HPAE Representative

5.31.2024  
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\_\_\_\_\_  
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	<p>Intermediate and/or Med Surg Holds)</p> <ul style="list-style-type: none"> <li>• Critical Care (ICU, CCU, TSICU, INCU, Neuroscience Unit, TSDU, P6I, P8I, P9I, ED/PACU for Critical Care/ Intermediate Holds)</li> <li>• Emergency (CDU, ED/Pediatric Emergency, ED Holds)</li> </ul>
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- \*TSICU, L&D, Neuroscience Unit, and PICU pull back in emergent situations.
- \*\*As per Articles 11.6 and 11.3, Psychiatric nurses may be reassigned to another area to serve as a helper.
- \*\*\*RNs who were bargaining unit members and notified their nurse manager by April 10, 2004 may choose not to accept an assignment that includes GYN patients. Nurses who have done so will be subject to the low census PTO process when there is a need for a nurse to care for GYN patients.
- Nurses will be floated based on competencies required for identified patient assignment (i.e. respiratory competencies, telemetry, etc.)
- If any area opens during this contract, bargaining will occur to place the area in the appropriate float district(s).
- Appropriate competencies required for assignments are determined by the medical center in all cases above.
- Women's Care Center nurses shall not float.
- RNs who are floated will receive a brief overview to the unit.

Terry Leone 5.31.2024  
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HPAE Representative

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Sr. Vice President/CHRO

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## TENTATIVE AGREEMENT

Cooper University Health Care and HPAE

Date: May 30, 2024

### **Article 11.6 Low Census/Over Staffing**

In the event that, after all options for reassignment have been exhausted as per article 11.2 and 11.3, available staff exceeds patient care needs, staff will be canceled as follows:

1. Agency
2. Traveler
3. Pool OT by reverse order of bargaining unit seniority.
4. UBP OT by reverse order of bargaining unit seniority.
5. Baylor OT by reverse order of bargaining unit seniority.
6. Float RN OT by reverse order of bargaining unit seniority.
7. Staff OT by reverse order of bargaining unit seniority, on that unit first.
8. Volunteer PTO who has made their wish known by bargaining unit seniority (must have PTO available to cover shift).
9. Additional time (pool, UBP, Baylor then Float RN) by reverse order of bargaining unit seniority.
10. Weekends:
  - Level 1 and Retiree Pool by reverse order of bargaining unit seniority
  - Level 2 Pool by reverse order of bargaining unit seniority
  - Unit Base Pool by reverse order of bargaining unit seniority
  - Weekend – Unit-Based Pool-Level III by reverse order of bargaining unit seniority
11. Weekdays:
  - Level 1 and Retiree Pool by reverse order of bargaining unit seniority
  - Level 2 Pool by reverse order of bargaining unit seniority
  - Unit-Based Pool by reverse order of bargaining unit seniority
12. Staff additional time by reverse order of bargaining unit seniority, on that unit first.

	greater than 1 year of age), MIU (see Article 11.1)
PACU/OR Holding	PACU/OR Holding, Surgery Center, SCU/SPU/PAT
Radiology	Special Tests, Surgery Center, SCU/SPU/PAT, S4 Pre Post
IR	Special Tests, CCL, Radiology
SCU/SPU/PAT	Radiology, Special Tests, Surgery Center, OR Holding
Special Tests	SCU/SPU/PAT, Radiology, Surgery Center, Mt. Laurel, Willingboro
Mt. Laurel	Special Tests, SCU/SPU/PAT, Surgery Center, Radiology, Willingboro
Willingboro	Mt. Laurel, Surgery Center, SCU/SPU/PAT, Special Tests, Radiology
ED	No Float
MDA Cooper Clinical Practice	MDA Clinical Practice Camden/Voorhees
MDA Cooper Infusion	MDA Infusion Camden/Voorhees
MDA Cooper Radiation Oncology	MDA Radiation Oncology Camden/Voorhees
MDA Cooper Triage Camden	No Float
RN Float I	<ul style="list-style-type: none"> <li>• Medical Surgical Float (P5, P6, P7, P8, P9, K7 (N), K8, K9, K10, Psych S5, CDU/EXAU, Neuroscience Unit/ED/PACU for Medical Surgical Holds)</li> <li>• Critical Care Float (ICU, CCU, TSICU, INCU, Neuroscience Unit, TSDU, and ED/PACU for Critical Care Holds)</li> <li>• Children's Regional Hospital (Peds, PICU, NICU, MIU for baby assignment)</li> </ul>
RN Float II	<ul style="list-style-type: none"> <li>• Intermediate Med Surg Telemetry (P5, P6, P7, P8, P9, Psych S5, K7 (N), K8, K9, K10, CDU/EXAU, INCU, TSDU, ED/PACU/Critical Care For</li> </ul>

**TENTATIVE AGREEMENT**  
**Cooper University Health Care and HP AE**  
**Date: May 31, 2024**

**11.2** The Clinical Groupings should be as follows (locations are provided for convenience but may change based on unit moves):

<b><u>Unit</u></b>	<b><u>Floats to:</u></b>
Medical Surgical (K10 (N/S), K9 (N/S), K8 (N/S), K7 (N), P5, P6, P7, P8, P9, CDU/EXAU)	Medical Surgical, Psych (S5)**, Medical Surgical ED Holds, Medical Surgical PACU Holds
Psych S5	Medically cleared ED Psychiatric patients waiting for placement
Adult Intermediate Stepdown (TSDU, INCU, P8I, P6I, P9I)	Adult Intermediate Stepdown; Intermediate ED Holds, Intermediate PACU Holds
Critical Care Adult (ICU, CCU, TSICU*, Neuroscience Unit*)	Critical Care Adult, Critical Care ED Holds, Critical Care PACU Holds, INCU (ICU/CCU only), TSDU (TSICU* only)
CCL (CCL, EP, S4 Pre/Post)	Radiology, IR, Special Tests (Pre/Post), Echocardiography
OR	Surgery Center
Surgery Center	Radiology, SCU/SPU/PAT, OR, Special Tests, Mt. Laurel, Willingboro
MFCU (MICU)	LD*, MIU
MIU***	MFCU
PICU*	PEDS/PIMU & NICU, MIU, (see Article 11.1)
L&D*/***	MFCU***, MIU
PEDS/PIMU	PICU (see Article 11.1), NICU, MIU (see Article 11.1)
NICU	PEDS/PIMU, PICU less than 1 year of age - (see Article 11.1 for