

30	\$ 60.6584	1.00%	\$63.9084
31	\$ 61.2650	1.00%	\$64.5150
32+	\$ 61.8776	1.00%	\$65.1276

Terry Leone
Terry Leone
HPAE Representative

5-31-2024
Date

Beth Green
Beth Green
Sr. Vice President/CHRO

5/31/2024
Date

Side Letter 5

Schedule for Wage Scale Update

Effective June 2024 the step scale will be updated to the below step scale, which includes an increase of 1% or greater between each step. Effective June 2024 Cooper will implement a Market increase of \$3.25 for all levels of the step scale, including Pool, UBP, Baylor and Float, which shall be included in the scales in Article 23 and as shown below.

Years of Experience	Update all Steps to at least 1%- step based on scale	New % Between Steps	Market \$3.25 2024
0	\$ 40.0638	No step	\$43.3138
1	\$ 40.0638		\$43.3138
2	\$ 40.0638		\$43.3138
3	\$ 40.9208	2.14%	\$44.1708
4	\$ 42.3134	3.40%	\$45.5634
5	\$ 43.3712	2.50%	\$46.6212
6	\$ 44.4555	2.50%	\$47.7055
7	\$ 44.9915	1.21%	\$48.2415
8	\$ 46.0627	2.38%	\$49.3127
9	\$ 47.1339	2.33%	\$50.3839
10	\$ 48.2051	2.27%	\$51.4551
11	\$ 49.2764	2.22%	\$52.5264
12	\$ 50.1869	1.85%	\$53.4369
13	\$ 50.6888	1.00%	\$53.9388
14	\$ 51.1956	1.00%	\$54.4456
15	\$ 51.7076	1.00%	\$54.9576
16	\$ 52.2247	1.00%	\$55.4747
17	\$ 52.7469	1.00%	\$55.9969
18	\$ 53.2744	1.00%	\$56.5244
19	\$ 53.8071	1.00%	\$57.0571
20	\$ 54.3452	1.00%	\$57.5952
21	\$ 54.8887	1.00%	\$58.1387
22	\$ 56.0170	2.06%	\$59.2670
23	\$ 56.5772	1.00%	\$59.8272
24	\$ 57.1430	1.00%	\$60.3930
25	\$ 57.7144	1.00%	\$60.9644
26	\$ 58.2915	1.00%	\$61.5415
27	\$ 58.8745	1.00%	\$62.1245
28	\$ 59.4632	1.00%	\$62.7132
29	\$ 60.0578	1.00%	\$63.3078

23.6 POOL, BAYLOR AND FLOAT NURSE WAGE SCALE

The Pool, Baylor and Float Nurse wage rates shall be increased in accordance with the following table:

Level I, Level II, and Level III Pool, UBP Baylor and Float RN.

Effective June 2024, 4% wage increase

Effective June 2025, 4% wage increase

Effective June 2026, 4% wage increase

The effective dates of the wage scale increase for 2021 is the first full pay period, beginning after June 1, 2021. The effective date of the wage scale increase for 2022 and 2023 shall be the full pay period which includes June 1.

	June 2024	June 2025	June 2026
	4%	4%	4%
Level I			
Level II			
Level III			
USB – Level I			
USB – Level II			
Baylor			
Float I			
Float II			

4	\$ 47.3859	\$ 49.2814	\$ 51.2526
5	\$ 48.4861	\$ 50.4255	\$ 52.4425
6	\$ 49.6137	\$ 51.5983	\$ 53.6622
7	\$ 50.1711	\$ 52.1780	\$ 54.2651
8	\$ 51.2852	\$ 53.3366	\$ 55.4701
9	\$ 52.3993	\$ 54.4952	\$ 56.6750
10	\$ 53.5133	\$ 55.6539	\$ 57.8800
11	\$ 54.6274	\$ 56.8125	\$ 59.0850
12	\$ 55.5744	\$ 57.7973	\$ 60.1092
13	\$ 56.0963	\$ 58.3402	\$ 60.6738
14	\$ 56.6235	\$ 58.8884	\$ 61.2439
15	\$ 57.1559	\$ 59.4421	\$ 61.8198
16	\$ 57.6937	\$ 60.0014	\$ 62.4015
17	\$ 58.2368	\$ 60.5663	\$ 62.9889
18	\$ 58.7854	\$ 61.1368	\$ 63.5823
19	\$ 59.3394	\$ 61.7130	\$ 64.1815
20	\$ 59.8990	\$ 62.2950	\$ 64.7868
21	\$ 60.4642	\$ 62.8828	\$ 65.3981
22	\$ 61.6377	\$ 64.1032	\$ 66.6673
23	\$ 62.2203	\$ 64.7091	\$ 67.2975
24	\$ 62.8087	\$ 65.3210	\$ 67.9339
25	\$ 63.4030	\$ 65.9391	\$ 68.5767
26	\$ 64.0032	\$ 66.5633	\$ 69.2259
27	\$ 64.6094	\$ 67.1938	\$ 69.8816
28	\$ 65.2217	\$ 67.8306	\$ 70.5438
29	\$ 65.8401	\$ 68.4738	\$ 71.2127
30	\$ 66.4647	\$ 69.1233	\$ 71.8883
31	\$ 67.0956	\$ 69.7794	\$ 72.5706
32+	\$ 67.7327	\$ 70.4421	\$ 73.2597

23.3 The maximum hiring scale for nurses shall be at the experience level of thirty-two (32) years.

Experience is defined as full-time acute care hospital for in-patient nurses or relevant experience for ambulatory nurses.

23.4 The hourly rate of pay for the Practice/CPA nurses when working an in-patient unit will be at their hourly rate.

23.5 An employee's base compensation rate, as defined above will apply to all regular work time, with the base compensation forming the basis for calculating overtime (premium) pay.

TENTATIVE AGREEMENT

Cooper University Health Care and HPAAE

Date: May 31, 2024

ARTICLE 23. WAGES & SALARIES

23.1 Inpatient & Outpatient Bargaining Unit Wage Scale

Effective June 2024, 4% wage increase

Effective June 2025, 4% wage increase

Effective June 2026, 4% wage increase

The effective date of the wage scale increase for 2024 is the first full pay period, beginning after June 1, 2024. The effective date of the wage scale increase for 2025 and 2026 shall be the full pay period which includes June 1.

RNs with 32 years' experience or greater shall receive the across the board wage increase in the first full pay period, beginning after June 1st of each year and are paid at the 32+ year rate.

23.2 All non-exempt employees who participate in the step experience scales shall, based on their recognized experience, receive the wage increase to the next step during the month in which their experience date occurs. RNs with 0-2 years' experience will be paid at the two year experience rate and will progress to the 3 year step on their 3 year experience date.

Years of Experience	6/1/2024 4.0% Increase	6/1/2025 4.0% Increase	6/1/2026 4.0% Increase
0	\$ 45.0464	\$ 46.8482	\$ 48.7222
1	\$ 45.0464	\$ 46.8482	\$ 48.7222
2	\$ 45.0464	\$ 46.8482	\$ 48.7222
3	\$ 45.9376	\$ 47.7751	\$ 49.6861