

# HPAE. Putting care first.

## 2021 Bargaining Session UPDATES

### **Negotiating Committee**

**Doris Bell, Nicole Ansert, Janice Drake, Jackie Framchetti, Jamie Healy, Lauren Kelly, Ann McCausland, Jim Scharff, Patti Scharff, Marcus Treadgill**

### **April 2nd - Session 1**

HPAE presented our initial proposals to Cooper. Refer to our Contract Proposal Highlights at [www.hpae.org](http://www.hpae.org), Local 5118 – 2021 Contract Negotiations Updates. They asked clarifying questions. They will present their initial proposals to us on April 8.

### **April 8<sup>th</sup> – Session 2**

Cooper presented their initial non - economic proposals to our negotiating committee. They rejected most of our proposals. This was not a surprise. What is different is how they proposed to gut our contract.

#### **They want to TAKE AWAY:**

Longevity recognition

Dismiss the use of seniority

Eliminate perfect attendance

Eliminate additional PTO sell back

The partial payout of ESL when you retire

Float Districts – they want you to float all over the hospital

#### **They want to:**

Reassign nurses from the holiday to an alternate shift for that week

Pool – for those areas that do not work weekends, management will determine work requirement to replace two weekend shifts (Mondays and/or Fridays)

Baylor – all call outs will count toward any discipline

Call Outs – the language in our contract is better than Cooper's Attendance & Paid Sick Leave Policy. They want to eliminate the number of absences within the floating 12 month period

### **April 29 - Next session**