

## 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<sup>th</sup> - Session 3

We spent the day going through each sides Float District proposals, Cooper presented their initial economic proposal and we continued to discuss each of our other proposals.

Cooper's Initial Economic Proposal. **Union Rejected all of Cooper's economic proposals.**

1% across the board each year

1% step increase in 2021

0% step increase in each remaining year of the contract

1% increase for Pool

Increase parking from \$5 to \$7.50

No increase in steps on the wage step scale. **Union proposed an increase in the steps.**

Call Pay: No holiday call pay, no increase in Premium call pay, \$4 flat rate for call for weekday and weekends. **Union proposed much higher increases.**

No Longevity Bonus. **Union proposed a longevity bonus.**

No increase in float pay. **Union proposed an increase.**  
No increase in preceptor pay. **Union proposed an increase.**  
Eliminate ESL Payout  
Eliminate Perfect Attendance

**They Continue to want to TAKE AWAY:**

Longevity recognition  
Dismiss the use of seniority  
Eliminate perfect attendance  
The partial payout of ESL when you retire  
Float Districts – they want you to float all over the hospital

**They Continue to 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 12 month floating period

**Membership Meetings (in person): May 11th at 9, 1, 6 and 8. Hilton Gardens Inn, Camden. Parking is free behind the building. When you pull in press the speaker button and let them know you are there for the HPAE Union meeting.**