

## 2021 Bargaining Session UPDATES

### Negotiating Committee

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### May 20th - Session 6

\* Today we reached agreement on the float districts. Our language is designed to minimize double and triple floats, when floated, ensure that the nurses are going to areas where our competencies can be maximized and add the new units to the districts. This is a huge victory because the hospital wanted to expand the districts/create more areas for the nurses to float to.

\* Reached a tentative agreement on the scheduling language. Another victory. The hospital wanted to shorten the time the nurses have to submit their time and give more time to the CD to do whatever they do.

\* Reached a tentative agreement on the call-out language. We wanted to stay with current contract language in respect to the number of call-outs we are permitted before any discipline is rendered. The hospital proposed that the nurses follow their Attendance Policy. We said absolutely, NO because our contract language is better.

\* Pushed back on the hospital wanting us to follow their Unauthorized Late Arrivals & Early Departures Policies. We won! The current Union contract language is better. Probationary time. They wanted to extend the probationary time for new hires, which means they would not be protected by our Union contract. We said, NO – we won!

\* Longevity/Seniority Recognition. They wanted to increase the number of years we have to work at Cooper before working less holidays & weekends. We constantly said, NO. We Won this battle, too!

\* We reached several other agreements around floating outside of our float district, when mandated off the first four hours/then there is a need to be floated outside their unit – now the float rotation list shall be used. Now when we are floated & low census/over staffing occurs during the shift, the nurse shall be returned to their home unit. These are big wins and gives us more control over where we work when we are floated.

### ECONOMIC UPDATE

#### COOPER

Call Pay. Moved to keep the weekday & week-end rates separate. \$4.50 weekday/\$5.50 weekends.

Premium call \$10 when call hours exceed 48 hours.

Paid a minimum of 3 hrs. each time used for call. NO Holiday call \$7.00

#### Wages.

Year 1 - 2%. (moved from 1.75%)

Years 2 & 3 – 1.75%

Agreed to maintain yearly 1% step increases

Rejected increasing steps to 34 years

Rejected one-time \$1,000 longevity bonus for RNs off the step scale

#### HPAE

\$5.00 weekday/\$6.00 weekend

Premium call \$10 when call requirements exceed 33 hours. Paid a minimum of 3 hrs. each time used for call. Holiday call \$8.00

Each year of contract 4%

1% step increases yearly Increase step scale to 34 years \$1,000 longevity bonus

**Health Insurance  
Move RNs to Tier 4**

All RNs annual salary now puts us in Tier 4. \*\*\*We must maintain the 1% cap. This means our contribution shall not increase by more than 1% of the total premium.

**Staffing**

**Cooper continues to reject our staffing proposals.**

**Emergency Dept staffing proposal  
ICU & TICU – charge with no assignment**

**\*\*\*TO DATE, WE HAVE GIVEN NOTHING BACK TO COOPER. THEY HAVE FAILED TO DESTROY OUR FLOAT DISTRICTS, CALL OUT LANGUAGE, DISCIPLINE LANUAGE, SCHEDULING OF OUR TIME, LONGEVITY/SENIORITY LANGUAGE, ETC. \*\*\***

**We are very close on reaching agreements on our remaining non-economic proposals.**

**We are far apart on the economics.**

**We expect that sometime on May 25 they will bottom line their economic proposals. At that time the negotiating committee will strategically evaluate where we are based on several things; member participation on the membership zoom calls, attendance at the in person membership meetings and the virtual member participation in negotiations.**