

**LETTER OF UNDERSTANDING**  
*Compensation for Extra Shift (CES) Pilot Program*  
*Updated 4/30/18*

Effective September 1, 2017, the Medical Center and Association shall implement a pilot Compensation for Extra Shift (CES) program. The purpose of the program shall be to ensure an adequate number of qualified skilled RNs to provide safe patient care during known high census, acuity peaks, or higher than expected vacancies. The intent is to use PHSW own qualified RNs to augment staffing when possible, in lieu of using outside agency nurses.

A CES differential of \$18.00 per hour shall be paid during a shift designated by the Medical Center as a CES eligible shift to any RN who is eligible for the differential as outlined below.

**Eligibility:**

CES will be paid only during shifts that have been designated as CES eligible and after the schedule is posted.

Prior to qualifying for CES, RNs must work their FTE status in their home unit in the pay period for which they work a CES shift. Exceptions are that low census hours (both mandatory and voluntary) and pre-scheduled, approved PTO shall count towards work status hours for CES eligibility.

Per Diem/Relief RN must work two shifts at straight time/holiday pay in the previous pay period before they can be eligible for CES in that pay period.

Once a nurse is placed on the schedule with CES pay, the nurse has the same work obligations for that shift as for any other scheduled shift.

RNs shall be limited to working no more than 24 CES hours in a pay period.

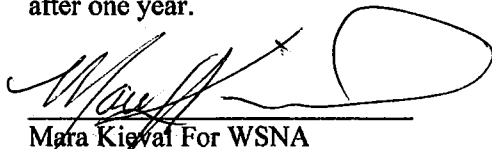
For emergent CES shifts only, the RN must report within one hour of the request for CES and work the remainder of the shift.

E.g. page is sent out at 8:05am (to cover a 12-hour shift that normally started at 6:30am. The RN must report by 9:05am and work to 7pm)

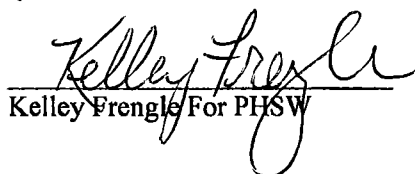
For pre-planned CES shifts, CES pay will not be applicable for partial shifts.

**Evaluation of Pilot**

The Nurse Staffing Committee (NSC) shall monitor the effectiveness of this pilot program on a quarterly basis. The Medical Center and Association will agree to modify, terminate or extend this pilot program after one year.

  
Mara Kieval For WSNA

5.25-18  
Date

  
Kelley Frengle For PHSW

6/4/18  
Date