

LETTER OF UNDERSTANDING
Compensation for Extra Shift (CES) Pilot Program

The Medical Center and Association (together, Parties) 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's own qualified RNs to augment staffing when possible, in lieu of using outside agency nurses.

A CES differential of \$27.00 per hour may be paid to any RN who is eligible for the differential for any shift designated by the Medical Center as a CES-eligible shift. Whenever possible, CES shifts will be posted for pre-planned shifts 72-hours in advance of the start-time.

Eligibility:

CES will be paid only during shifts that have been designated as CES eligible.

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. Low census hours (both mandatory and voluntary) and protected or 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 the current pay period to be eligible for CES pay.

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.

Generally, RNs shall be limited to working no more than 48 CES hours in a pay period. With executive approval, the cap may be removed for an upcoming pay period, depending upon operational need.

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

At 8:05 am, a nurse agrees to work 4 hours, the RN must report by 9:05 am and work until 1:05 pm.

CES may be offered for shifts less than 6 hours in length if operations determine there is a critical need to ensure coverage for a partial shift.

120 days following signature of this MOU, either party may request that the parties meet within 30 days of written notice to negotiate the provisions of this program, including structure, payment, and any other aspects of this program.

FOR THE UNION:



Signature

Mara Kieval

Print Name

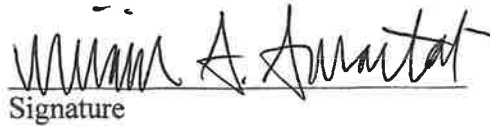
Nurse Representative

Title

April 14, 2023

Date

FOR THE EMPLOYER:



Signature

Miriam Swartout

Print Name

Senior Director Human Resources

Title

4/14/23

Date