

## **Frequently Asked Questions Fall 2023 Bonus MOUs**

### **Why is Catholic Health making changes to the bonus?**

Catholic Health is under significant financial constraints, and advised us they needed to reduce the bonus in some areas to cut costs. Their plan is to try to reduce the need for agency staffing. In addition, they wanted the revised bonus to primarily focus on picking up shifts in advance.

### **Why did the Union agree to change the bonus?**

There was language in the previous bonus MOUs that gave Catholic Health the right to make changes to the bonus program. We fought hard to get the highest amounts possible for as many shifts as possible.

### **Does the Union agree with all of these changes?**

We do not agree with all of these changes in the bonus. We had three main issues with their proposal. We felt that the night shift bonus should remain the same and that there should still be a higher rate to pick up at the last minute. We also asked repeatedly to include Kenmore Day Shift (M-F) in the bonus. Unfortunately, Catholic Health did not agree to any of those proposals after months of discussions.

### **Will the rates in the contract continue to apply for shifts picked up last minute?**

Yes, the Staffing Incentive Pay (\$6/\$8/\$10) and the Staffing Pay (\$3/\$4) will continue to apply where applicable.

### **Are there changes to the bonus for Per Diem and Weekend Employees?**

Yes, Per Diem employees must work at least four shifts in a monthly schedule before the bonus applies. Weekend employees must work at least one extra shift before the bonus applies.

### **When do these changes go into effect?**

- The the changes to the Tech Extra Shift Bonus go into effect 9/10/23
- The changes for other job titles (RN, NA/ITA, Invasive Interventional Tech/Surg Tech) go into effect for the October schedule.