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**Kenmore Mercy 2023 Pick-up Bonus**

This Memorandum of Understanding is entered into by Kenmore Mercy Hospital (“Kenmore Mercy” or “the Employer”) and the Communications Workers of America (“CWA” or “the Union”), (collectively, “the Parties”).

WHEREAS, the Parties desire to recognize existing employees for their role in helping with staffing.

Effective at the beginning of the October monthly schedule, the Parties hereby agree as follows:

1. An enhanced hourly bonus will be paid to RNs and Surg Techs for all additional hours picked up and worked off of the posted needs list. Per Diem employees must work at least four shifts in a monthly schedule before the enhanced bonus payments in paragraph 5 below would apply. Weekend only employees must work at least one extra shift per week before the enhanced bonus payments in paragraph 5 below would apply.
2. Employees must pick up a minimum of four (4) hours in order to be eligible for the bonus rates below. However, employees who pick up less than four (4) hours will receive the applicable rate as outlined in Common Table Article 42, Staffing Incentive Program.
3. Employees who sign up for additional hours/shifts, based on the posted needs list, within one week of the needs list being posted (“Advanced Pick-Up Commitments), will receive the higher bonus rate for those shifts after all of the shifts picked up are actually worked. (see table below). Whether all of the Advanced Pick-Up Commitments have been fulfilled will be assessed on a pay period basis. Any shifts picked up more than one week after the needs list being posted or where the Advanced Pick-Up Commitments have not been met, will be paid at the rates outlined in Common Table Article 42, Staffing Incentive Program.
4. Employees who pick up a short notice shift due to an unexpected change in staffing (i.e. call off) with less than twenty-four (24) hours’ notice, will receive the bonus rate (see table below) for that shift.
5. The bonus payments will be as follows:

<b>Job Title</b>	<b>Hourly Rate for Advanced Pick-Up</b>
RN evenings/nights (Day shift Saturdays and Sundays only)	\$28
Surg Tech	\$19

6. Any day shift RNs who are willing to switch to nights for an entire month or longer (at the discretion of leadership) are also eligible for the above incentive, with the understanding that this can end at any point during the month it is active should operational needs change.
7. If an employee has any call offs (including UPTO) during the same pay period in which they pick up extra hours, bonus eligibility will be lost for that pay period. Absences for illnesses that fall under the infectious disease policy (documented with IDM) shall not negate any bonus payments due.

The Parties will assess the bonus on a monthly basis and the Employer reserves the right to modify the terms as outlined above or cancel it with two weeks’ written notice to the Union.



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Samantha Schopf  
Staff Representative  
Communications Workers of America

9/7/23

Date

*Diane M. Pietraszewski*

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Diane M. Pietraszewski  
Senior Director/Legal Counsel, HR & Labor Relations  
Kenmore Mercy Hospital

9/7/23

Date