

**Memorandum of Understanding
Tech Extra Shift Bonus Pay**

This Memorandum of Understanding is entered into by Mercy Hospital, Kenmore Mercy Hospital (“the Employers”) and the Communications Workers of America (“CWA”).

Effective Sunday, September 10, 2023, the Parties agree as follows:

1. The parties recognize there is an immediate and critical need for Respiratory Therapists (RTs), CT Technologists (CTs) and Ultrasound Technologists (U/S Techs). Therefore, the parties agree that if full additional shifts are picked up over the course of a pay period, the following bonuses shall apply in addition to the existing bonus and staffing pay in CT 42 Staffing Incentive Program and CT 40 Staffing/Clinical Staffing Committee:

Job Title	1 -2 Extra Shifts	3 or more Extra Shifts
RT/CT/US Tech	\$100 per shift	\$250 per shift

- 2. Per Diem employees must work a minimum of four shifts per month before the bonus in paragraph 1 would apply.
- 3. Employees who pick up half shifts will be eligible to receive half of the applicable bonus amount in the chart above.
- 4. All other language in Common Table Article 42, Staffing Incentive Program, and Common Table Article 40, Staffing/Clinical Staffing Committee, shall continue to apply.
- 5. 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.



Samantha Schopf
Staff Representative
Communications Workers of America

Diane M. Pietraszewski

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

Date

9/7/23

Date