

## Bonus Contracts Pilot Program

**WHEREAS**, the Employer (CarePoint Health's Bayonne Medical Center) and the Union (Health Professionals and Allied Employees, AFT/AFL-CIO Local 5185) have collaborated in good faith to alleviate the facility's staffing crisis, an area of mutual concern, and

**WHEREAS**, the Employer and the Union have reached an agreement on the terms and conditions of a Bonus Contract Pilot Program; and

**WHEREAS**, the Employer and the Union desire to memorialize all of the terms and conditions of the agreed upon Pilot Program,

**NOW, THEREFORE**, the Employer and the Union hereby agree as follows:

- 1) With the approval of the Union, the Employer may offer "Bonus Contracts" (see Attachment I) to current employees.
- 2) Department heads will determine the needs for extra shifts in their departments.
- 3) Prior to the expiration date of the Bonus Contracts, the parties will meet to review data to determine the efficacy of the program and whether to renew and/or modify this agreement for an additional six (6) week period.
- 4) Commitments made in bonus contracts will be in addition employees' regularly scheduled hours.
- 5) The Employer will excuse bonus shifts missed or cancelled under reasonable circumstances including, but not limited to; illness, accidents, and/or family emergencies covered by NJ Sick, FMLA, or NJFLA.
- 6) If the number of employees in a department requesting bonus contracts exceeds the number of bonus contracts available, seniority will be used to determine which employees are to be given contracts.
- 7) The Employer may circulate the notice/sign-up sheet in Attachment II.

This document and its attachments constitute the complete agreement of the parties concerning the subjects hereof and supersedes all prior agreements, understandings, and representations. It may only be changed by a subsequent agreement signed by the Employer and the Union.

For the Employer

*Jessica Magnotta*

For the Union

*Christine Cannelli*

*Joan Goffman RD, CCRP*

*Mary Ramos*

*Dorelle Hallerbee*

*Marcia Natta*

*Marietta Rivera*

## Attachment I



# Extra Shift Bonus Agreement

I, \_\_\_\_\_, Registered Nurse, agree to work an extra \_\_\_\_\_ shifts per week at a bonus amount of \$50.00 per hour additional. I will work for a six-week period beginning Sunday, \_\_\_\_\_ and ending Saturday, \_\_\_\_\_.

The 6-week schedule is for the \_\_\_\_\_ unit and \_\_\_\_\_ shift. I understand that I can be assigned to any unit in which I am qualified to work subject to the floating language in the collective bargaining agreement. Staff must also adhere to their weekend requirement and every other Holiday Commitment per union guidelines. Additional weekends and or holidays may also be worked as well if agreeable to staff and there is a need.

At the end of the 6-week assignment, in accordance with the collective bargaining agreement, I understand:

- The standard bonus rate of \$20.00 will apply.
- I will be paid at the standard bonus rate for shifts scheduled beyond the contracted number of shifts per week.

The Schedule will be determined by the Patient Care Director based on the needs of the Hospital. This agreement may be cancelled at any time based on, but not limited to, the following reasons:

- a. Cancellation of (2) shifts or more within the assignment period.
- b. Disciplinary Action.
- c. Clinical performance.

The Bonus Shift and related procedures will not replace or limit any other existing practices or procedures for filling open shifts.

AGREED TO AND ACCEPTED BY:

\_\_\_\_\_ *Dated* \_\_\_\_\_

Employee Name

## Attachment II



December 30, 2022

Attention all Nurses,

In an effort to staff all patient care units consistently and provide a financial incentive in lieu of short staffing and increasing agency utilization, we are launching a 6-week Extra Shift Bonus Agreement pilot program.

This program has a 2 or 3 shift minimum, per week, for 6 weeks that will be *scheduled shifts*. Each unit will have a predetermined number of agreements available based on operational needs and current vacancies. For example: the Med-surg units will have 10+ agreements available, the ED will have 6 etc.

The agreement/contract will be for \$50/hour in addition to your base rate for the agreed upon weekly shifts in addition to your regular commitment. All agreement requests are on a first come, first served basis and subject to approval based on operational need.

All nurses are eligible, but you must meet competency and expectations of the unit while meeting your unit's needs first. For example: A special procedure nurse may sign up for an agreement on a unit that she is deemed competent to work.

Please print your name legibly below. Refer questions to your Patient Care Director and note that all agreements will be reviewed & approved by Human Resources & Chief Nursing Officer.

Name	Preferred unit	Shift
Jane Doe		Nights – 3 additional shifts per week

Respectfully,

Nursing

Leadership

Team/ Human

Resources

**6-week Agreement Availability**

*Subject to change based on operational needs	Unit based needs based on projected scheduled
<b>Medical Surgical 5R/ 3R</b>	
Day	
Night	
<b>Telemetry</b>	
Day	
Night	
<b>CCU</b>	
Day	
Night	
<b>Emergency Dept</b>	
Day	
Mid	
Night	
Day	
Night	
<b>Operating Room</b>	
<b>Recovery room</b>	
<b>Cardiac Cath</b>	

\*Based on 2-3-day per week agreement

