

Summer Staffing Program 2024

The Summer Staffing Program (SSP) – will be offered starting July 14th, 2024, through September 21st, 2024. As a tertiary academic Level 1 trauma center, it is essential that we remain proactive in optimizing staffing resources. In order to enhance staffing over the summer months, Cooper is offering a Summer Staffing Program at the discretion of the CNE.

Eligibility:

***** Block is defined as a two week pay period *****

1. The registered nurse will have to have been in a Regular FT/PT/LT/PRN/Baylor position and will have had to completed orientation on their home unit. RN Staffing Incentive Program is for those working additional/OT shifts.
2. **Full time RNs** will be required to work four (4) 12-hour shifts each week during the block period to be eligible for bonus for that block.
3. **Part time/LT RNs** will be required to work three (3) 12-hours shifts each week during the block period to be eligible for that block.
4. **Baylor RNs** will be required to work three (3) twelve 12-hour shifts each week during the block period to be eligible for that block.
5. **UBP/PRN RNs:**
 - Must work at least two (2) 12-hour shifts each week during the block period to be eligible for SSP.
 - At least one (1) 12-hour shift out of 24 hours or more each week must be an additional shift (above base time) to qualify for SSP.

***Peri-op/Procedural/ Ambulatory area RNs please see notes below for 10 & 8 hour shifts.**

Block 1 – 7/14/24-7/27/24

Block 2 – 7/28/24-8/10/24

Block 3 – 8/11/24-8/24/24

Block 4 – 8/25/24-9/7/24

Block 5 – 9/8/24- 9/21/24

Guidelines

- 1) RNs will be compensated at their current rate of pay.
- 2) RNs will receive a \$600 bonus for time scheduled prior to the start of each 2-week pay period/block if eligibility requirements are met as defined in this document.
- 3) RNs will receive a \$500 bonus for time scheduled post the start of each 2-week pay period/block if eligibility requirements are met as defined in this document.
- 4) If a RN has scheduled and approved PTO in the pay period, but the RN wishes to work additional shifts during the other week of the pay period where PTO is not scheduled, the RN will be paid \$300 for time scheduled before the start of the pay period and \$250 for the time scheduled after the start of the pay period as long as the RN meets all the other eligibility guidelines.
- 5) For any additional weekend shifts above base time, RNs will receive a weekend premium of \$75 per shift in addition to pre/post bonus as mentioned above.
- 6) Any schedule changes/switches after the final posted schedule must be approved by the Clinical Director.
- 7) Any shifts that are self-cancelled without a switch approved by Clinical Director or PTUs during each block period (base hours included) will not be eligible for the bonus at the end of 2-week schedule.

- 8) RNs participating in SSP are not eligible for cancelation under article 11.6 until after #12, Volunteers without PTO are canceled. If Cooper cancels RN for any incentive hours during the 2-week block, the cancelation will be done based on reverse order of bargaining unit seniority and the commitment for that shift will have been met.
- 9) Holiday requirements will be maintained. Holidays count toward the RNs base shifts.
- 10) Scheduling will be in accordance with Article 7.3. Shifts will be assigned based on bargaining unit seniority.
- 11) No float pay will be paid for the Incentive Shifts.
- 12) SSP shifts filling a unit need will be scheduled through the unit leadership (CD/ACD) any shifts above that units need must be picked up through the Logistics Office (CooperStaffing@cooperhealth.edu).
- 13) SSP shifts will be assigned according to RNs competencies by the Logistics Office.
- 14) SSP Split Shifts:
 - RN's choosing to work a split 6-hour shift **MUST** accrue a total of 12 hours per week and 24 hours per block above base time.
 - If signing up for a **half shift (6 hours)** split with another RN working to cover a **full** shift, RNs must be of equal competency and skill set based off the need of the unit.

*** RNs working in areas with established 10-hour shifts:**

1. **Full time RNs** will be required to work at least one additional 10-hour shift above their base time each week during the block period to be eligible for bonus for that block.
2. **Part time/LT RNs** will be required to work at least one additional 10-hour shift above their base time each week during the block period to be eligible for that block.
3. **UBP/PRN RNs:**
 - Must work at least two (2) 10-hour shifts each week during the block period to be eligible for SSP.
 - At least one 10-hour shift out of 20 hours or more each week must be an additional shift (above base time) to qualify for SSP.
4. RNs will receive a \$500 bonus for time scheduled prior to the start of each 2-week pay period/block if eligibility requirements are met as defined in this document.
5. RNs will receive \$400 bonus for time scheduled post the start of each 2-week pay period/block if eligibility requirements are met as defined in this document.
6. If a RN has scheduled and approved PTO in the pay period, but the RN wishes to work additional shifts during the other week of the pay period where PTO is not scheduled, the RN will be paid \$250 for time scheduled before the start of the pay period and \$200 for the time scheduled after the start of the pay period as long as the RN meets all the other eligibility guidelines.
7. Please refer to guidelines above except for #2, #3, #4 & #14.
8. Split shifts will not be included.

***RN's working in areas with established 8-hour shifts:**

1. **Full time RNs** will be required to work at least one additional 8-hour shift above their base time each week during the block period to be eligible for bonus for that block.
2. **Part time/LT RNs** will be required to work at least one additional 8-hour shift above their base time each week during the block period to be eligible for that block.
3. **UBP/PRN RNs:**
 - Must work at least two (2) 8-hour shifts each week during the block period to be eligible for SSP.
 - At least one 8-hour shift out of 16 hours or more each week must be an additional shift (above base time) to qualify for SSP.
4. RNs will receive a \$400 bonus for time scheduled prior to the start of each 2-week pay period/block if eligibility requirements are met as defined in this document.
5. RNs will receive \$300 bonus for time scheduled post the start of each 2-week pay period/block if eligibility requirements are met as defined in this document.

6. If a RN has scheduled and approved PTO in the pay period, but the RN wishes to work additional shifts during the other week of the pay period where PTO is not scheduled, the RN will be paid \$200 for time scheduled before the start of the pay period and \$150 for the time scheduled after the start of the pay period as long as the RN meets all the other eligibility guidelines.
7. Please refer to guidelines above except for #2, #3, #4 & #14.
8. Split shifts will not be included.