Additional Staffing Incentives
if vacancy rate is above 30% on the unit

	Shift: 1st 7A-11A	Shift: 1st 11A-3P	Shift: 2nd 3P-7P	Shift: 2nd 7P-11P	Shift: 3rd 11P-3A	Shift: 3rd 3A-7A
	NAME	NAME	NAME	NAME	NAME	NAME
Sunday, May 05, 2024	5	11	7	7	3	3

Key for Peri-Op and Diagnostic Areas
All = means that you want to have the entire block of hours or none at all (all or nothing)
Times = including specific times means you are only available for the specific hours you indicate (e.g. 7 p.m.-8 p.m. or 4 a.m.-6 p.m.) Write a.m. or p.m.
Blank = if you leave area blank with no notations next to name - you can be selected for any part of remaining available hours
Round 1: Straight Time
Round 2: Overtime

Examples:

Sunday from 7a-11a (5 open UFS)

5 open UFS x $40/hr x 4 hours= $800
If there are only 6 bargaining unit RNs working at that time $800 will be divided between them for that 4 hour shift = **$133.33 each**

Same example 7a-7p (5, 11, & 7 open UFS)

5 open UFS x $40/hr x 4 hr= $800
11 open UFS x $40/hr x 4 hr= $1,760
7 open UFS x $40/hr x 4hr= $1120
If there are only 6 bargaining unit RNs working at that time $3,680 will be divided between them for that 12 hour shift = **$613.33 each**

Note: Critical staffing bonus still applies as well.

Hourly wage + OT (1.5) + CSB + UFSB (+if weekend incentive)
Example RN (in 2019) Base Rate pay is $39.39 picks up 4 additional hours of OT on Sunday May 5th 11a-3p:

- $236.36($59.09hr x4 hours) + $160 CSB + $293.33($40hr UFSB x11 $1,760/6) + $25 weekend incentive= $714.69 for 4 hours of work. **($178.67 an hour)**

More examples:

If 5 UFS are posted and only 2 RNs sign for it, that leaves 3 openings for UFSB

● Sunday from <u>7a-11a</u> (4 open UFS)

3 open UFS x $40/hr x 4 hours= $480

If there are only 6 bargaining unit RNs working at that time $480 will be divided between them for that 4 hour shift = **<u>$80 each</u>**

Example RN (in 2016) Base Rate pay is $42.64 picks up 4 additional hours of OT on Sunday May 5th 11a-3p:

- $255.84($63.96hr x4 hours) + $160 CSB + $80 ($40hr UFSB x4= $480/6) + $25 weekend incentive= $520.84 for 4 hours of work. **($130.21 an hour)**

● Thursday from <u>3a-7a</u> (3 open UFS)

3 open UFS x $40/hr x 4 hours= $480

If there are only 5 bargaining unit RNs working at that time $480 will be divided between them for that 4 hour shift = **<u>$96 each</u>**

Example RN (in 2001) Base Rate pay is $50.96 picks up 4 additional hours of OT on thursday May 30th 3a-7a:

- $305.76($76.44hr x4 hours) + $160 CSB + $96 ($40hr UFSB x3= $480/5) + 24.46 (shift diff of 8%) = $586.22 for 4 hours of work. **($146.55 an hour)**