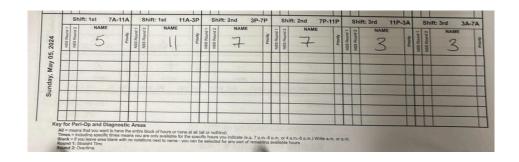
Additional Staffing Incentives if vacancy rate is above 30% on the unit



Examples:

Sunday from <u>7a-11a</u> (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 <u>7a-7p</u> (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 = **\$80 each**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 = **\$96 each**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)