



LOCAL 49 UNIT SECRETARIES/CERTIFIED NURSES AIDES/CERTIFIED PATIENT CARE ASSISTANTS INCENTIVE PROPOSAL

The following proposal is a joint product of the SEIU Local 49/Kaiser Partnership.

**Purpose**

To incent current KSMC Inpatient U.S./CNA/CPCA staff to pick up additional shifts, particularly the less attractive shifts at a wage that is attractive. This is intended as a short term staffing strategy while recruitment, orientation, and training occurs.

Units included in this incentive proposal: ICU, 1S, 1N, 1NW, 2N, 2S, L&D, 3N, and ER.

**Pilot Incentives**

1. Double time for working any extra weekend shift (above and beyond regular schedule). Weekend defined as Friday at 1500 through Sunday at 2330.
2. Double time for working any weekday night shift that is not a regularly scheduled shift and would normally be overtime. Overtime rules apply.
3. Article 16.17 will remain in effect as per the contract with the following addition, during the life of this pilot project:  
"Paid sick leave, paid vacation, and paid holidays shall count toward forty (40) hours in the work week for the purpose of computing overtime, but not consecutive pay, OR INCENTIVE PAY."
4. Article 17.3 will remain in effect as per the contract with the following exceptions, during the life of this pilot project.
  - Staff signing up on the wish list commit themselves to working that shift unless crossed off by the Employer at least seven days prior to the beginning of each week.
  - Cancellations after that time will comply with short term reduction language as noted in Article 14.
  - Staff signing up on the wishlist will be eligible for the incentives agreed to in the attached Letter of Agreement.

**Other Clarifications**

- There will be no incentive pay if, prior to an extra weekend worked, an employee called in ill for their regularly scheduled weekend.

- Staff who suffer a "short term reduction in force" on their regular weekend to work will be entitled to incentive pay for an extra weekend.
- There will be no duplication of overtime and/or double-time under the above provisions.
- Includes full-time and part-time Unit Secretaries, CNA's, and CPCA's, including coded float pool (Inpatient Units and ER as listed above).
- Current guidelines for "fitness for duty" determinations for staff participating in these incentives will be used.
- All usual staffing processes will remain intact during this pilot, except those identified in this Letter of Agreement.
- Incentive pay shifts should be noted by the employee in the comments section of the timecards to ensure incentive pay.
- This is a trial voluntary compensation initiative on the part of the employer. It has been created with the input and support from Local 49 representatives. It will be evaluated each pay period and may be revoked at any time at the discretion of the Employer. However, for employees already scheduled into shifts prior to revocation of the Agreement double-time incentives will be honored.
- Modifications to this Agreement may be implemented by mutual agreement between the Employer and Local 49 representatives.
- A Management/Local 49 committee will participate in the evaluation of this incentive. The first evaluation meeting will take place on December 1, 1999 at 2:00 p.m. at KSMC.

**Evaluation Criteria**

- Cost effectiveness (i.e., reduce number of U.S., CPCA, AND CNA shifts filled by RN's and agency staff).
- Ease of implementation (Example: not driving excessive staffing office time, scheduling conflicts and/or grievances).
- Impact on employee morale and retention/recruitment.

The parties signify their agreement to the Local 49 Incentive Proposal by signing in the spaces indicated below.

**AGREED:**

For the Employer:

Steve Soatell

Date: 10/11/99

For the Union:

Lee Rasmussen

Date: 10/11/99